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BOARD OF INDUSTRIAL RELATIONS

BULLETIN

ON THE BOARD'S ACTIVITIES

April 1st, 1961 to June 30th, 1961.

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PROVINCE OF ALBERTA
DEPARTMENT OF LABOUR

K. A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

K. A. PUGH - Chairman

WINNIFRED ROSS HARRY BOYSE

R. B. d'ESTERRE W. N. GRAY

H. C. FRENCH
Secretary

H. E. BENDICKSON

Vice Chairman Chief Executive Officer

W. MADAY

Chief Inspector

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STATISTICAL INFORMATION

BULLETIN

1961

"A"

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STATISTICAL INFORMATION

BULLETIN

1961

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of April 1st, 1961 to June 30th, 1961 inclusive.

Parts 1 to 1V of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Parts V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

PARTS 1 to 1V INCLUSIVE 1961

Number of Board Meetings (including Public Hearings)	12
Number of Inspections	12,621
Number of Business Places Inspected	3851
Number of Employees Affected	21,149

SETTLEMENTS MADE:

Minimum Wage Under payment	$ 1,467.73
Vacation Pay Orders	19,839.48
Overtime Arrears	13,509.28
Unpaid Wages	15,466.47
	$50,282.96

Number of Employees Affected by above Settlements:	
Male	872
Female	173
Number of Complaints Received	1412
Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:	
Male	28
Female	94
	122
Amount of Weekly Increases Obtained for above Employees:	
Male	$129.82
Female	271.21
	$401.03

Value of Vacation Stamps Sold	$332,566.24
Number of Vacation Pay Stamp Books Sold	5,054

INDUSTRIAL STANDARDS	1961
Number of Schedules	30
Number of Interviews	229
Number of Inspections	19
Number of Complaints	22

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classifications of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the application.

During the period from April 1st, 1961 to June 30th, 1961, the Board processed 54 applications plus those shown as pending previously, the disposition being as follows:-

Granted	39
Refused	10
Returned	3
Withdrawn	1
Pending	16
	69

REVOCATION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period April 1st to June 30th, 1961 the Board processed 5 applications for the revocation of the certification of a bargaining agent, the disposition being as follows:-

Certifications revoked	4
Applications pending	1

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and theparties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From April 1st, 1961, to June 30th, 1961, the disputes referred and those referred to Conciliation Commissioners in the previous period progressed as follows:-

Settled in Conciliation	29
Referred to Conciliation Board	15
Application Withdrawn	1
Lapsed	0
Pending	28
	73

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from April 1st, 1961 to June 30th, 1961, there were 16 Conciliation Boards established to whom 40 disputes were referred. Several disputes may be referred to one Conciliation Board where more than one employer in an industry is involved in a dispute with the same Union, conversly a Conciliation Board may deal with a dispute involving several unions and one Employer. The Awards brought down by Boards during the period April to June are as follows:-

Unanimous Awards	5
Majority Awards	6
Dissent by Employers Members	3
Dissent by employees members	1

In the other two disputes employers member and employees member disented on different items leaving majority awards.

VOTES:-

Re: Conciliation Board Awards		20
Acceptance by both parties	0	
Acceptance by Employers	0	
Acceptance by Employee units	1	
Rejection by both parties	19	

Rejections of Unanimous Awards by either or both parties.

By Employers	19
By Employees	17
By Both	0

Re: Appointment of a Bargaining Agent		5
Re: Revocation of Certification		3
Re: Strike Action		20
In favour	10	
against	10	
Re: Section 104 of Alberta Labour Act		3.

STRIKES:

After provisions of The Alberta Labour Act complied with - 0

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING JUNE 30th, 1961

	HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACILITIES	CHILDREN	CHAIRS	WEIGHTS
Instructions outstanding as of March 31st, 1961.	17	114	12	-	1	-
Instructions issued April 1st, 1961 to June 30th, 1961.	17	18	22	1	1	1
TOTAL	34	132	34	1	2	1
Completed Instructions April 1st, 1961, to June 30th, 1961	17	24	7	-	1	1
Outstanding as of June 30th, 1961	17	108	27	1	1	-

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

CHARGES LAID FOR INFRACTIONS OF THE ALBERTA LABOUR ACT AND ORDERS

April 1st, 1961 to June 30th, 1961

		FINES	COSTS	I/D DAYS	ARREARS	Information Brought Forward and Disposition No.:	Completed	Bal.	New Cases this period and Disposition No.	Completed	Bal.	CONVICTIONS	WITHDRAWALS	COMMITTALS	DISMISSALS	WARRANTS EXECUTED
Sec. 11 (1)	Failure to Maintain Time Records	125.00	7.50	5		1	1		2	1	1	2				
Sec. 11 (4)	Failure to Produce Records on Board Order	105.00	9.60	90	704.20	2	1	1	4	4		3	1			
Sec.118	Failure to Maintain Shift Schedule	15.00	2.50	3					1	1		1				
Sec. 29	Male Min. Wage Order No. 1 - Overtime				593.63	1	1								1	
Sec. 29	Trucking Order No. 20 Overtime				159.77				2		2					
Sec. 41	Failing to pay all wages	105.00	12.40		7,607.11	10	3	7	5	1	4	4				
Sec. 43	Vacation Pay Order No. 5	50.00	19.90	10	2,605.18	1		1	9	5	4	5				
Sec. 43	Vacation Pay Order No. 6	80.00	13.20		1,428.57	3	3		4	3	1	4	2			
Sec. 43 (8)	Failure to Pay on Court Orders on fines and costs					2		2	1	1			1			
Sec. 72 (7)	Part V					2	2						1		1	
Sec. 94	Part V								2		2					
		480.00	65.10	108	13,098.46	22	11	11	30	16	14	19	5		2	

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

APRIL 1st, 1961 to JUNE 30th, 1961.

I S S U E D

"B"

THE ALBERTA LABOUR ACT

CERTIFICATIONS

APRIL 1st, 1961 to June 30th, 1961

I S S U E D

1. Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, Alberta, and Northern Alberta Dairy Pool Limited, Wetaskiwin, Alberta.

UNIT:

"All employees at the Wetaskiwin Plant except Office Workers, Plant Foremen & Temporary Help."

CERTIFICATION NO. 44 - 61

2. Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, Alberta, and Northern Alberta Dairy Pool Limited, Leduc, Alberta.

UNIT: "All employees at the Leduc Branch excluding Office Workers, Salesmen, Engineers, Department Foremen, Temporary Help and Supervisors."

CERTIFICATION NO. 45 - 61

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 514, Edmonton, Alberta, and Alexander Bag & Barrel Ltd., Edmonton, Alberta.

UNIT:

"All employees, excluding office staff and those with the right to hire and discharge."

CERTIFICATION NO. 46 - 61

4. Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 373, Calgary, Alberta, and Alberta Poultry Marketers Ltd., Lethbridge, Alberta.

UNIT:

"All employees employed by the employer in the plant or plants owned and/or operated by the employer in the City of Lethbridge and its adjacent suburbs, excluding salesmen, managerial personnel and office staff."

CERTIFICATION NO. 47 - 61

5. Retail Clerks International Association, Local 397, Calgary, Alberta, and Bruce's Groceteria Limited, Drumheller, Alberta.

UNIT:

"All employees whether full or part time, employed in the Retail store, operated by Bruce W. Vickers, in the city of Drumheller, Alberta, excluding members of the family employed in any capacity in the store."

CERTIFICATION NO. 48 - 61

6. Retail Clerks International Association, Local 397, Calgary, Alberta, and Northcotte and Boutland Foods Ltd. (I.G.A.), Brooks, Alberta.

UNIT:

"All employees, whether full or part time, employed in the Retail Store, operated by Marthcotte & Boutland Foods Ltd. (I.G.A.), in the town of Brooks, Alberta, excluding meat personnel and location managers."

CERTIFICATION NO. 49 - 61

7. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and General Farm Supplies Limited, Lethbridge, Alberta.

UNIT:

"All employees who are directly connected with the erection of Structural and Ornamental Iron. (including Butler and Butler type buildings), also burning and welding operations connected with the above mentioned, including apprentices."

CERTIFICATION NO. 50 - 61

8. National Union of Public Employees, Local No. 829, Medicine Hat, Alberta, and Medicine Hat School District No. 76, Medicine Hat, Alberta.

UNIT:

"All Caretakers employed by Board as such."

CERTIFICATION NO. 51 - 61

9. Retail Clerks International Association, Local 397, Calgary, Alberta, and Jenkins Groceteria Limited, Calgary, Alberta.

UNIT:

"All employees, whether full or part time, employed in the Retail Store #120, operated by Jenkins Groceteria in the City of Drumheller, Alberta, excluding the Location Manager and Meat Personnel."

CERTIFICATION NO. 52 - 61

10. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Calgary Structural Steel Ltd., Calgary, Alberta.

UNIT:

"All employees primarily engaged off the Company premises in all phases of erection and installation of structural steel, ornamental iron and metal windows. (Construction employees)"

CERTIFICATION NO. 53 - 61

11. Retail Clerks International Association, Local 397, Calgary, Alberta, and Alberta Co-operative Wholesale Association, Edmonton, Alberta.

UNIT:

"All employees, whether full or part-time, employed in the retail store operated by the Alberta Co-operative Wholesale Association in Drumheller, Alberta, excluding the location manager."

CERTIFICATION NO. 54 - 61

12. United Packinghouse, Food and Allied Workers, Local 421, Calgary, Alberta, and J. E. Love and Sons Limited, Calgary, Alberta.

UNIT:

"All regular employees in the Warehouse, excluding foremen, those above the rank of foremen, office and sales staff, and those who work in the Feed Lot and Retail operations."

CERTIFICATION NO. 55 - 61

13. Retail Clerks International Association, Local 397, Calgary, Alberta, and Alberta Co-operative Wholesale Association, Edmonton, Alberta.

UNIT:

"All employees, either full or part-time, employed in the retail store operated by the Alberta Co-operative Wholesale Association in Drumheller, Alberta.

CERTIFICATION NO. 56 - 61

14. International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 720, Edmonton, Alberta, and R. V. Coambs Construction Ltd., Edmonton, Alberta.

UNIT:

"Employees of the Company, classified as Riggers, Iron Workers, Welders and Reinforcing Ironworkers."

CERTIFICATION NO. 57 - 61

15. Construction and General Labourers' Union, Local No. 1111, Calgary, Alberta, and McEwen Plastering Ltd., Calgary, Alberta.

UNIT:

"Labourers' and Plasterers' Helpers."

CERTIFICATION NO. 58 - 61

16. Bricklayers & Masons, Tile and Terrazzo Workers International Union, Local 1, Edmonton, Alberta, and Marblex Corporation of Canada Limited, Edmonton, Alberta.

UNIT:

"All employees employed as layers or setters, installing Marblex units, Tile and Terrazzo products. This classification to exclude Labourers and office staff."

CERTIFICATION NO. 59 - 61

17. International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary, Alberta, and Canadian Bechtel Limited, Calgary, Alberta.

UNIT:

"All employees emplo ed by the Company as Reinforcing Ironworkers, Structural and Ornamental Ironworkers, Machinery Movers, Riggers and Welders."

CERTIFICATION NO. 60 - 61

18. Beverage Dispensers' International Union, Local No. 265, Calgary, Alberta, and Canadian Legion of the B.E.S.L. Branch No. 1, Calgary, Alberta.

UNIT:

"Lounge stewards, canteen stewards, full time and casual waiters and waitresses, employed in the lounge and canteen."

CERTIFICATION NO. 61 - 61

19. International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 720, Edmonton, Alberta, and Bridge, & Tank Western Ltd., Winnipeg, Manitoba.

UNIT:

"All employees of the Company employed as Ironworkers, Welders and Riggers excluding supervisory Personnel with the authority to hire and fire."

CERTIFICATION NO. 62 - 61

20. Construction and General Labourers' Union, Local No. 1111, Calgary, Alberta, and Bakgaard Construction Co. Ltd., Calgary, Alberta.

UNIT:

"Labourers."

CERTIFICATION NO. 63 - 61

21. Construction and General Labourers' Union, Local No. 1111, Calgary, Alberta, and Le Roy Masonry Contractors Ltd., Calgary, Alberta.

UNIT:

"Labourers and Bricklayers Helpers."

CERTIFICATION NO. 64 - 61

22. International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary, Alberta, and Pilkington Glass Limited, Calgary, Alberta.

UNIT:

"All employees who are directly connected with the erecting and placing of curtain-wall and curtain-wall type panels, mullions, window frames and ornamental iron, excluding all glass and plastic materials."

CERTIFICATION NO. 65 - 61

23. International Brotherhood of Electrical Workers, Local No. 254, Calgary, Alberta, and Wilf Got Electrical (Calgary) Ltd., Calgary, Alberta.

UNIT:

"All apprentices, Journeyman, sub-foreman, Foreman and General Foreman, engaged in doing electrical work."

CERTIFICATION NO. 66 - 61

24. United Brotherhood of Carpenters & Joiners of America, Local Union No. 1325, Edmonton, Alberta, and Ajax Engineers Limited, Toronto, Ontario.

UNIT:

"Carpenters, Carpenter Apprentices, including Carpenter Foremen."

CERTIFICATION NO. 67 - 61

25. Brotherhood of Painters, Decorators and Paperhangers of America, Local No. 1738, Lethbridge, Alberta, and Canadian Pittsburgh Industries Ltd., Lethbridge, Alberta.

UNIT:

"All employees engaged as Store-front Mechanics, Glass and Metal Setting, Installers, Cutters, Bevellers, Silverers, Auto Glass Workers, Edge Polishers, Emery Belt Workers, Shippers, Warehousemen, Packers and Truck Drivers, but excluding management, office and sales staff."

CERTIFICATION NO. 68 - 61

26. United Cement, Lime and Gypsum Workers, Local No. 345, Calgary, Alberta, and Consolidated Concrete Ltd., Calgary, Alberta.

UNIT:

"All employees in the Block Plant except Supervisory Staff who have the right to hire and fire and office staff."

CERTIFICATION NO. 69 - 61

27. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Kings Reinforcing Steel Service, Calgary, Alberta.

UNIT:

"All employees directly connected with all phases of fabrication, placing and tieing of reinforcing steel or iron."

CERTIFICATION NO. 70 - 61

28. United Brotherhood of Carpenters and Joiners of America, Local Union 1322, Edson, Alberta, and R. Vollan Ltd., Edmonton, Alberta.

UNIT:

"Carpenter Foreman, Carpenters and Carpenter Apprentices, excluding General Foreman and Superintendents."

CERTIFICATION NO. 71 - 61

29. United Brotherhood of Carpenters and Joiners of America, Local 1779 and 2103, Calgary, Alberta, and Delmac Construction Co. Ltd., Edmonton, Alberta.

UNIT:

"Carpenters, Carpenter Foremen and Apprentices."

CERTIFICATION NO. 72 - 61

30. International Union of Operating Engineers, Local 955, Edmonton, Alberta, and Bridge & Tank Western Ltd., Winnipeg, Manitoba.

UNIT:

"Operating Engineers, namely all Operators of Cranes, Tractors, Hoists and similar equipment employed in the Province of Alberta."

CERTIFICATION NO. 73 - 61

31. R. Angus Employees Association, Edmonton, Alberta, and R. Angus (Alberta) Ltd., Jasper Place, Alberta.

UNIT:

"All employees working at or out of the plant located at 16900 - 107 Avenue, Jasper Place, Alberta, excluding clerical and office staff, salesmen, security guards and those employed in a confidential or supervisory capacity."

CERTIFICATION NO. 74 - 61

32. Hodcarriers, Building and Common Labourers Union of America, Local No. 92, Edmonton, Alberta, and Ness Bricklaying Ltd., Edmonton, Alberta.

UNIT:

"Labourers when employed as mixer-men, bricksaw operators, Hod Carriers, general labourers. Labourers tending all crafts including mixing, handling and conveying of all materials used by crafts."

CERTIFICATION NO. 75 - 61

33. International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local No. 776, Edmonton, Alberta, and Edmonton Iron & Wire Works Ltd., Edmonton, Alberta.

UNIT:

"All employees of the Company except those with the authority to hire and fire, office staff and employees engaged in field fabrication, erection and installation work."

CERTIFICATION NO. 76 - 61

34. International Union of Operating Engineers, Local 955, Calgary, Alberta, and Consolidated Concrete Limited, Calgary, Alberta.

UNIT:

"All Operating Engineers employed at Herculite Plant, Turner Siding, and at the Raw Material Quarry on Highway No. 2 South of Midnapore, employed as Dozer Operators, Loader Operators (Crawler or Rubber Tired), Crusher Operators, Burnerman, Welders, Maintenance Men, Mechanics, all apprentices and Helpers. Excluding, Teamsters Jurisdiction namely, Truck Drivers and Common Labourers, Superintendent or Office Staff."

CERTIFICATION NO. 77 - 61

35. International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local No. 776, Edmonton, Alberta, and C. K. Steel & Machinery Ltd., Calgary, Alberta.

UNIT:

"All employees in the Company's Shop save and except office staff, foremen and persons above the rank of foremen."

CERTIFICATION NO. 78 - 61

36. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, Alberta, and Armstrong Contracting Canada Limited, Calgary, Alberta.

UNIT:

"Insulation applicators, Insulation applicator Foremen, and any other employee employed in connection with the application of Building Insulation."

CERTIFICATION NO. 79 - 61

37. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local 987, Calgary, Alberta, and Standard Rebuilt Products, Calgary, Alberta.

UNIT:

"All Shop and Warehouse Employees, excluding office staff and those in a supervisory capacity who have the right to hire, discharge or change the status of Employees."

CERTIFICATION NO. 80 - 61

38. United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, Alberta, and Oland Construction (1959) Ltd., Calgary, Alberta.

UNIT:

"Journeymen Carpenters, Carpenter Apprentices and Carpenter Foremen, excluding those performing the functions of General Foremen or Superintendents."

CERTIFICATION NO. 81 - 61

39. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Ralph M. Parsons Company of Canada Ltd., Calgary, Alberta.

UNIT:

"All employees engaged in fabrication, placing and tieing of reinforcing steel or iron and all employees who are directly connected with all phases of erection of structural and ornamental iron, and employees who also do machinery moving."

CERTIFICATION NO. 82 - 61

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

APRIL 1st, 1961 to JUNE 30th, 1961.

R E F U S E D

"C"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

APRIL 1st, 1961 to JUNE 30th, 1961.

R E F U S E D

	UNION	COMPANY	REASON
1.	International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta.	Hectors Ltd., Calgary, Alberta.	No majority selection.
	UNIT: "All employees who are connected with all phases of installation of Structural and Ornamental Iron - off the Company premises."		
2.	International Molders and Foundry Workers Union of North America, Local 360, Calgary, Alberta.	Attridge and Miller Machine Works, Calgary, Alberta.	Unit not appropriate.
	UNIT: "All employees working in and out of the plant, hourly or monthly, excluding Office Staff, Engineering, and Supervisors who have the right to hire and fire."		
3.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local Union #514, Edmonton, Alberta.	Majestic Contractors Ltd., Edmonton, Alberta.	Untimely.
	UNIT: "Bus Drivers, Truck Drivers and Warehousemen."		
4.	Construction and General Labourers' Union, Local 1111, Calgary, Alberta.	Germaine Construction Ltd., Calgary, Alberta.	No employees employed in the unit.
	UNIT: "Labourers."		
5.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 514, Edmonton, Alberta.	Alberta Consolidated Pipe Line Builders, Calgary, Alberta.	The company in itself is not the employer.
	UNIT: "Bus Drivers, Truck Drivers, Warehousemen."		

6.	United Electrical Radio & Machine Workers of America, Local 552, Edmonton, Alberta.	R. Angus (Alberta) Limited, Edmonton, Alberta.	No majority selection.

UNIT: "Service Department only; that is, all of the following and only in so far as actually employed in the service department, that is to say: Mechanics and Apprentices, Painters, Welders, Washers, and Strippers, excluding, however, Foreman, Office Personnel, Parts Department Personnel, Sales Department Personnel, Security Officer."

7.	Construction and General Labourers' Union, Local 1111, Calgary, Alberta.	Kwick Kar Wash Ltd., Calgary, Alberta.	No majority selection.

UNIT: "All full time employees excluding foremen, supervisors, Office Staff."

8.	Amalgamated Meat Cutters & Butcher Workmen of North America, Local No. 373, Calgary, Alberta.	Calgary Co-operative Association Limited, Calgary, Alberta.	No majority selection.

UNIT: "All employees in the store or stores owned or operated by the Company in the City of Calgary, Alberta, employed in the handling and selling of fresh, cooked, frozen and smoked meats, fish and poultry. This, however, does not include Grocery Checkers."

9.	O. K. Construction Employees' Association, Edmonton, Alberta.	O. K. Construction Ltd., Edmonton, Alberta.	No majority selection.

UNIT: "All employees of O. K. Construction Ltd. excepting employees performing office or related duties, and truck drivers and also excepting managers, superintendents and all other persons acting on behalf of the Company in a supervisory or confidential capacity or exercising managerial functions or having authority to employ or discharge employees of the Company."

10.	International Union of Operating Engineers, Local No. 955, Calgary, Alberta.	Trale Construction Limited, Fort Macleod, Alberta.	No Majority selection

UNIT: "Crawler and Rubber Tired Operators with all attachments, Operators of Shovel Type Equipment, Mechanics, Welders and their Apprentices or Helpers."

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

APRIL 1st, 1961 to JUNE 30th, 1961.

R E T U R N E D

"D"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

APRIL 1st, 1961 to JUNE 30th, 1961.

R E T U R N E D

	UNION	COMPANY	REASON
1.	International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta.	Kings Reinforcing Steel Service	No address of employer.
	UNIT: "All employees directly connected with all phases of fabrication, placing and tieing of reinforcing steel or iron."		
2.	International Hod Carriers and Common Labourers' Union, Local No. 627, Lethbridge, Alberta.	Borger Bros. Ltd., Calgary, Alberta.	Not proper name of the company.
	UNIT: "Construction Labourers."		
3.	Construction & General Labourers Union, Local No. 1111, Calgary, Alberta.	Fairmount Construction Ltd., Calgary, Alberta.	No address of fixed place of business.
	UNIT: Labourers."		

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

APRIL 1st, 1961 to JUNE 30th, 1961.

W I T H D R A W N

"E"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

APRIL 1st, 1961 to JUNE 30th, 1961

W I T H D R A W N

UNION	COMPANY	
Construction and General Labourers Union, Local No. 1111, Calgary, Alberta.	Gates Forming Accessories, Calgary, Alberta.	Withdrawn

THE ALBERTA LABOUR ACT
(Section 65A)
APPLICATION FOR AMENDMENTS

TO CERTIFICATIONS

APRIL 1st, 1961 to JUNE 30th, 1961.

"F"

THE ALBERTA LABOUR ACT

APPLICATION FOR AMENDMENTS TO CERTIFICATION

APRIL 1st, 1961 to JUNE 30th, 1961

G R A N T E D

1. International Molders and Foundry Workers Union of North America, Local 360, Calgary, Alberta, and Barber Machinery Limited, Calgary, Alberta.

UNIT AMENDED:

"All employees of Barber Machinery Limited and its division known as Attridge and Miller Machine Works, Calgary, Alberta, including those who work outside of the plant on maintenance, excluding office staff, technicians, engineering, sales staff and supervisors who have the right to hire and fire."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

APRIL 1st, 1961 to JUNE 30th, 1961.

C E R T I F I C A T I O N R E V O K E D

ISSUED.

"G"

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

APRIL 1st, 1961 to June 30th, 1961

I S S U E D

1. United Brotherhood of Carpenters and Joiners of America, Local No. 2508 (Mill Workers), Calgary, Alberta, and Atlas Lumber Company Limited, Calgary, Alberta.

   UNIT: "Truck Drivers, yard and Shop Employees."

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alberta, and Sherwin-Williams Company of Canada Limited, Calgary, Alberta.

   UNIT: "All warehouse employees, excluding office staff and those in a supervisory capacity with the right to hire and fire."

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 987, Calgary, Alberta, and Revelstoke Sawmill Co. Ltd., Transit-Mix Division, Medicine Hat, Alberta.

   UNIT: "All transit-mix Drivers and Plant Batcher"

4. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 987, Calgary, Alberta, and Atlas Lumber Company Limited (Transit Mix Division), Lethbridge, Alberta.

   UNIT: "All Truck Drivers and Plant Employees of the Lethbridge Plant. Excluding those in a supervisory position with the right to hire, discharge or change the status of the Employees."

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

APRIL 1st, 1961 to JUNE 30th, 1961.

REFUSED

"G-2"

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

APRIL 1st, 1961 to JUNE 30th, 1961

R E F U S E D

1. The Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton, Alberta, and Northern Alberta Dairy Pool Limited, Grande Prairie, Alberta.

   UNIT: "All Employees except Office Workers, Plant Foremen & Temporary Help."

   REASON: No majority for revocation

2. National Union of Public Employees, Local No. 792, Innisfail, Alberta, and the Municipal District of Red Deer, No. 55, Red Deer, Alberta.

   UNIT: "All machine operators and truck drivers working for the Municipality."

   REASON: No employee representative at hearing. Could not identify employees."

THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

MARCH 31st, 1961.

"H"

THE ALBERTA LABOUR ACT

CONCILIATIONS

PERIOD ENDING MARCH 31st, 1961.

	DISPUTES	CONCILIATOR	RESULT
1.	International Brotherhood of Electrical Workers Local Union No. 254, Calgary and The Consolidated Mining Company of Canada Limited, Calgary, Alberta.	E. F. RODWELL	PENDING
2.	National Union of Public Employees Local 38, and the City of Calgary, Calgary, Alberta.	R.H.R. CLEMENT	CONCILIATION BOARD.
3.	City of Calgary Health Department Association Local No. 182, Calgary and The City of Calgary, Calgary, Alberta.	R.H.R. CLEMENT	SETTLED.
4.	Civic Foremen's Association Local No. 709, N.U.P.E., and the City of Calgary, Calgary, Alberta.	R.H.R. CLEMENT	PENDING
5.	Alberta Teachers' Association and Cardston School Division No. 2, Cardston, Alberta.	R.H.R. CLEMENT	SETTLED
6.	International Brotherhood of Bookbinders Local No. 211 and certain members of the Calgary Graphic Arts Association.	E.F. RODWELL	CONCILIATION BOARD.
7.	Calgary Printing Pressmen and Assistants' Union Local No. 201, Calgary and certain members of the Calgary Graphic Arts Association.	E.F. RODWELL	CONCILIATION BOARD.
8.	Alberta Teachers Association and MacLeod School Division No. 28, Granum, Alberta.	R.H.R. CLEMENT	PENDING

9.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Bekins Moving and Storage Company (Alberta) Limited, Calgary, Alberta.	E.F. RODWELL	PENDING
10.	International Brotherhood of Electrical Workers Local 254, Calgary, and Hume and Rumble Limited, Calgary, Alberta.	R.H.R. CLEMENT	SETTLED
11.	Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America Local 569 and Diamond Bus Lines Ltd., Edmonton, Alberta.	C.B. DAGG	CONCILIATION BOARD.
12.	International Union of Operating Engineers, Local 857, Edmonton and Royal Alexandra Hospital, Edmonton, Alberta.	C.N. LOBB	CONCILIATION BOARD.
13.	Hospital Employees Local Union No. 41, Edmonton and Royal Alexandra Hospital, Edmonton, Alberta.	C.N. LOBB	CONCILIATION BOARD.
14.	Beverage Dispensers' International Union Local 265, Calgary and:- Cascade Hotel Company Limited Banff, Alberta. King Edward Hotel Company Limited, Banff, Alberta.	R.H.R. CLEMENT	SETTLED.
15.	Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary and certain members of the Decorating Contractors Association.	E.F. RODWELL	PENDING.
16.	United Brotherhood of Carpenters and Joiners of America Local 2508 and Con-Force Products Ltd., Calgary, Alberta.	E.F. RODWELL	SETTLED.

17.	Calgary Printing Trades Union Local No. 1, Calgary and The Calgary Herald, Calgary, Alberta.	R.H.R. CLEMENT	SETTLED.
18.	National Union of Public Employees Local 37, Calgary and Bowness School District No. 4590, Bowness, Alberta.	R.H.R. CLEMENT	SETTLED.
19.	Amalgamated Meat Cutters and Butcher Workmen of North America Local 312, Edmonton and Alberta Poultry Marketers Co-Operative Ltd., Edmonton, Alberta.	C.N. LOBB	SETTLED.
20.	International Brotherhood of Bookbinders Local 188, Edmonton and certain members of the Canadian Graphic Arts Association (Edmonton).	J. B. ADAMS	CONCILLATION BOARD.
21.	Edmonton Typographical Union No. 604, Edmonton and Certain members of the Canadian Graphic Arts Association (Edmonton).	J. B. ADAMS	CONCILIATION BOARD.
22.	Edmonton Printing Pressmen and Assistants' Union Local 255, and certain members of the Canadian Graphic Arts Association (Edmonton Branch).	J. B. ADAMS	CONCILIATION BOARD.

C O N C I L I A T I O N S

APRIL 1st, 1961 to JUNE 30th, 1961.

"I"

THE ALBERTA LABOUR ACT

CONCILIATIONS

APRIL 1st, 1961 to JUNE 30th, 1961.

	DISPUTES	CONCILIATOR	RESULT
1.	Beverage Dispensers',Hotel Service, Culinary and Restaurant Union Local No. 579, Edmonton and certain members of the Edmonton Licenced Hotel Association, Edmonton.	J.B. ADAMS	CONCILIATION BOARD.
2.	National Union of Public Employees Local No. 812, Coleman and the Town of Blairmore, Blairmore, Alberta.	E.F. RODWELL	SETTLED.
3.	Oil, Chemical and Atomic Workers International Union Local 16-666, Edmonton and Polychemical Industries Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
4.	International Brotherhood of Electrical Workers Local 254, Calgary and certain members of the Association of Calgary Electrical Contractors.	R.H.R. CLEMENT	SETTLED.
5.	International Association of Heat & Frost Insulators and Asbestos Workers Local 126, Calgary and George Money & Son Limited, T. K. Campbell & Associates Ltd., Western Asbestos (Alberta) Ltd., and Armstrong Contracting Canada Ltd., Calgary, Alberta.	E. R. RODWELL	SETTLED
6.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, and Swift Canadian Co. Ltd., Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
7.	International Association of Bridge, Structural & Ornamental Iron Workers Shopmen's Local Union No. 776 and A. I. M. Steel Limited, Edmonton, Alberta.	J. B. ADAMS	SETTLED

	DISPUTES	CONCILIATOR	RESULT
8.	International Association of Bridge, Structural & Ornamental Iron Workers Shopmen's Local Union No. 776 and Con-Force Products Limited, Edmonton, Alberta.	J. B. ADAMS	SETTLED
9.	Union of Construction and Maintenance Employees Local 784 N.U.P.E., and Edmonton Public School Board #7, Edmonton, Alberta.	C. B. DAGG	SETTLED
10.	Amalgamated Association of Street, Electric Railway & Motor Coach Employees of America, Local Division 569 and the City of Edmonton, Edmonton, Alberta.	W. MADAY	PENDING
11.	United Brotherhood of Carpenters & Joiners of America, Locals 1779 and 2103 and certain members of the Calgary General Contractors Association, Calgary, Alberta.	E. F. RODWELL	PENDING
12.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, and Athabasca Valley Hotel, Hinton-Drinnen, Alberta.	J. B. ADAMS	CONCILIATION BOARD
13.	International Molders & Foundry Workers Union of North America, Local 360, Calgary, and Barber Machinery Limited, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
14.	National Union of Public Employees, Local 809, Calgary, and The Town of Brooks, Brooks, Alberta.	R. H. R. CLEMENT	SETTLED
15.	Bricklayers, Marble Masons, Plasterers, Tilesetters and Terrazzo Workers, Local Union No. 2, Calgary, and: 1. Bennett & White Alberta Limited, Calgary, Alberta. 2. Poole Construction Company Limited, Calgary, Alberta. 3. The Foundation Co. of Canada Limited, Calgary, Alberta. 4. Bird Construction Co. Limited, Calgary, Alberta. 5. Burns & Dutton Concrete and Construction Company Limited, Calgary, Alberta.	E. R. RODWELL	PENDING

	DISPUTES	CONCILIATOR	RESULT
16.	Edmonton City Policemen's Association, and The City of Edmonton, Edmonton, Alberta.	J. B. ADAMS	ARBITRATION BOARD
17.	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the U.S. and Canada, Local 488, Edmonton, and certain members of the Edmonton Labour Bureau of the Canadian Plumbing & Mechanical Contractors Association, Edmonton, Alberta.	J. B. ADAMS	PENDING
18.	United Steelworkers of America, Local 5013, and Westeel Products Limited, Edmonton, Alberta.	C. B. DAGG	CONCILIATION BOARD
19.	Medicine Hat Laundry Workers Federal Union No. 45, C.L.C., and Medicine Hat Laundry Company Limited, Medicine Hat, Alberta.	E. F. RODWELL	PENDING
20.	International Association of Bridge, Structural & Ornamental Iron Workers, Local 725, Calgary, and B & J Construction Ltd., Central Reinforcing Steel Service Ltd., Dominion Construction Company Ltd., The Foundation Co. of Canada Ltd., Kings Reinforcing Steel Service, North West Reinforcing & Steel Placing Ltd., Re-Bar Placing Services, Western Reinforcing & Steel Service, Calgary, Alberta.	R. H. R. CLEMENT	PENDING
21.	Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 583, Calgary, and: Westgarth Decorators Dutch Brothers Paints Ltd. D. Holden Decorators all of Medicine Hat, Alberta.	R. H. R. CLEMENT	PENDING
22.	International Union of Operating Engineers, Local 955, and Poole Construction Company Limited, Calgary, Alberta.	E. F. RODWELL	PENDING
23.	International Union of Operating Engineers, Local 955, and Flour Corporation of Canada Limited, Calgary, Alberta.	E. F. RODWELL	PENDING

	DISPUTES	CONCILIATOR	RESULT
24.	Medicine Hat Police Association and the City of Medicine Hat, Medicine Hat, Alberta.	R. H. R. CLEMENT	SETTLED
25.	United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, and members of the General Contractors' Section of the Edmonton Builders' Exchange, Edmonton, Alberta.	J. B. ADAMS	SETTLED
26.	B. S. & B. Employees Association and Black, Sivalls & Bryson Ltd., Edmonton, Alberta.	C. N. LOBB	WITHDRAWN
27.	Retail Clerks International Association, Local 397, and Jenkins Groceteria Limited, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
28.	Retail Clerks International Association, Local 397, and Dominion Stores Ltd., Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
29.	Retail Clerks International Association, Local 397, and Canada Safeway Limited, Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
30.	Retail Clerks International Association, Local 397, and Loblaw Groceterias Co. (Alberta) Ltd., Calgary, Alberta.	R. H. R. CLEMENT	SETTLED
31.	United Brotherhood of Carpenters and Joiners of America, Local Union No. 1569, and Stober & Maerz Construction, Medicine Hat, Alberta.	E. F. RODWELL	PENDING
32.	United Brotherhood of Carpenters and Joiners of America, Local 1569, and Andrew Olson, Medicine Hat, Alberta.	E. F. RODWELL	PENDING
33.	United Brotherhood of Carpenters and Joiners of America, Local 1569, and Oland Construction Limited, Medicine Hat, Alberta.	E. F. RODWELL	PENDING

	DISPUTES	CONCILIATOR	RESULT
34.	United Brotherhood of Carpenters and Joiners of America, Local 1569, Lethbridge, and Johnston Construction Company Limited, Mecidine Hat, Alberta.	E. F. RODWELL	PENDING
35.	United Brotherhood of Carpenters and Joiners of America, Local 1569, Lethbridge, and T. Cote, Medicine Hat, Alberta.	E. F. RODWELL	PENDING
36.	Oil, Chemical and Atomic Workers International Union, Local 16-666, and Building Products Ltd., Edmonton, Alberta.	C. B. DAGG	CONCILIATION BOARD
37.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers of America, Local 146, and Canadian Equipment Sales and Service Co., Edmonton, Alberta.	J. B.ADAMS	PENDING
38.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers of America, Local 392, and Steel Crafts (Alberta) Ltd., Calgary, Alberta.	J. B. ADAMS	PENDING
39.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America, Local 146, Edmonton, and Maloney Crawford Tank & Service Co. Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
40.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America, Local 146, Edmonton, and T. I. W. Western Limited, Edmonton, Alberta.	J. B. ADAMS	PENDING
41.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America, Local 146, Edmonton, and Abco Boiler & Fabricators Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING

	DISPUTES	CONCILIATOR	RESULT
42.	International Brotherhood of Boilermakers Iron Ship Builders, Blacksmiths, Forgers and Helpers of America, Local 392, and McIntosh Equipment Ltd., Edmonton, Alberta.	J. B. ADAMS	PENDING
43.	International Union of Operating Engineers, Local 955, and Burns & Dutton Concrete and Construction Co. Ltd., Calgary, Alberta.	E. F. RODWELL	PENDING
44.	Retail Clerks International Association, Local 397, Calgary, and Medicine Hat Foods Limited, (IGA), Medicine Hat, Alberta.	E. F. RODWELL	SETTLED
45.	Retail Clerks International Association, Local 397, Calgary, and Cal Heights Foods Limited, Calgary, Alberta.	E. F. RODWELL	SETTLED
46.	Retail Clerks International Association, Local 397, Calgary, and Lyn Cal Foods Limited, Calgary, Alberta.	E. F. RODWELL	SETTLED
47.	Retail Clerks International Association, Local 397, Calgary, and Modern Foods Limited, Calgary, Alberta.	E. F. RODWELL	SETTLED
48.	Retail Clerks International Association, Local 397, Calgary, and Mount Cal Foods Limited, Calgary, Alberta.	E. F. RODWELL	SETTLED
49.	Public School Caretakers' Association, Local 474 N.U.P.E., and Edmonton Public School Board, Edmonton, Alberta.	C. N. LOBB	PENDING
50.	Sheet Metal Workers International Association, Local Union No. 254, and certain members of the Calgary Sheet Metal Association, Calgary, Alberta.	R. H. R. CLEMENT	PENDING
51.	United Cement, Lime & Gypsum Workers International Union, Local 331, Exshaw and Local 369, Clover Bar, and Canada Cement Co. Ltd., Exshaw and Clover Bar, Alberta.	E. F. RODWELL	PENDING

	DISPUTES	CONCILIATOR	RESULT
52.	City Hospitals Union, Local No. 8, N.U.P.E., and The Calgary General Hospital's Board, Calgary, Alberta.	R.H.R. CLEMENT	PENDING
53.	Beverage Dispensers International Union, Local No. 265, Calgary, and the Canadian Legion of the B.E.S.L. Branch No. 1, Calgary, Alberta.	R. H. R. CLEMENT	PENDING
54.	Alberta Teachers' Association and MacLeod School Division No. 28, Granum, Alberta.	R. H. R. CLEMENT	SETTLED

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

APRIL 1st, 1961 to JUNE 30th, 1961.

"J"

SYNOPSIS OF SUCCESSFUL CONCILIATIONS

APRIL 1st, 1961 to JUNE 30th, 1961.

1. City of Calgary Health Department Employees Association, Local 182 and the City of Calgary.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following agreement:

1. Adjustments in rates for certain classifications.

2. Time off in lieu of extra hours worked for Public Health Inspectors.

3. No general increases but if any comparable groups in other Civic Unions in course of continuring 1961 negotiations receive increases, Health Union settlement to be reviewed.

The term of the agreement to be for 1 year.

2. United Brotherhood of Carpenters and Joiners of America, Local 2508 and Con-Force Products Ltd., Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:

1. Three weeks vacation after 10 years of service as of April 1st, 1961.

2. Second year employees rates to be adjusted as follows:

Effective April 1st, 1961.

For rates $1.73 - $1.80 an increase of 4¢ per hour.
For rates $1.81 - $1.90 an increase of 5¢ per hour.
For rates $1.90 and over an increase of 6¢ per hour.

The term of the agreement to be for 1 year.

3. National Union of Public Employees, Local 812, Coleman and the Town of Blairmore, Blairmore, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:

1. Six Statutory Holidays.

2. Employees shall be allowed 4 days sick leave per year accumulative to a maximum of 20 days.

3. Permanent labourers to receive a 10¢ per hour increase. Operators to receive a 15¢ per hour increase.

The term of the agreement to be for 1 year.

4. Calgary Printing Trades Union No. 1 and the Calgary Herald, Calgary, Alberta.

Conciliation Commissioner – R. H. R. Clement

The parties agreed to the following settlement:

1. Retroactive to January 1st, 1961 an increase of 6¢ per hour to journeymen.

The term of the agreement to be for 1 year.

5. National Union of Public Employees, Local 809 and the Town of Brooks, Brooks, Alberta.

Conciliation Commissioner – R. H. R. Clement

The parties agreed to the following settlement:

1. An immediate increase of 3¢ per hour across the board. On and from January 1st, 1962 a further general increase of 4¢ per hour. On and from January 1st, 1963 a further general increase of 4¢ per hour.

The term of the agreement to be for 3 years.

6. Beverage Dispensers' International Union, Local 265, Calgary and the King Edward Hotel Company Limited and the Cascade Hotel Company Limited, both of Banff, Alberta.

Conciliation Commissioner – R. H. R. Clement

The parties have agreed to the following settlement:

1. Wages.

	May 1st, 1961	May 1st, 1962
Tapman	$64.00 per week	$65.00 per week
Waiters	57.50 per week	58.50 per week
Glasswasher	57.50 per week	58.50 per week
Spareman	1.25 per hour	1.25 per hour

The term of the contract to be for 2 years.

7. International Molder and Foundry Workers Union of North America, Local 360 and Barber Machinery Ltd., Calgary, Alberta.

Conciliation Commissioner – R. H. R. Clement

The parties agreed to the following settlement:

1. Retroactive to March 1st, 1961 an increase of 10¢ per hour to machinists and 5¢ per hour to welders.

2. Seniority to be on a plant-wide basis.

3. Maintenance of membership and also the payment of dues by new employees.

The term of the agreement to be for 1 year.

8. International Association of Bridge, Sturtural & Ornamental Iron Workers, Shopmen's Local Union No. 776 and A. I. M. Steel Limited, Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The basis of the settlement was as follows:

1. Effective May 1st, 1961, a 3¢ per hour increase across the board and effective May 1st, 1962 a further increase of 5¢ per hour across the board.

2. An adjustment of 6¢ per hour for one classification.

3. When overtime is to be in excess of 4 hours, a suitable meal is to be provided.

The term of the agreement to be for 2 years.

9. Medicine Hat Police Association and the City of Medicine Hat, Medicine Hat, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Wage increase retroactive to January 1st, 1961 ranging from $11.10 per month to $39.20 per month.

2. 2 weeks vacation after 1 year up to 5 years
3 weeks vacation after 5 years up to 20 years
4 weeks vacation after 20 years.

3. Payment for hours in excess of 40 hours in the week.

The term of the agreement to be for 1 year.

10. International Brotherhood of Electrical Workers, Local 254 and certain members of the Association of Calgary Electrical Workers.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. An increase of 5¢ per hour in 1961 (retroactive to the Monday of the week in which this agreement is made) and an increase of 5¢ per hour in 1962.

2. Holiday Pay calculated at 4% of gross earnings.

3. An allowance of $5.00 per day every day of the week when no camp is provided.

4. Where private vehicle is used an allowance of 10¢ per mile plus 3¢ per passenger, plus 1½ minutes per mile.

The term of the agreement to be for 2 years.

11. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312 and Alberta Poultry Marketers Co-operative Ltd., Edmonton, Alberta.

Conciliation Commissioner - C. N. Lobb

The parties agreed to the following settlement:

1. An increase of 2¢ per hour for all female classifications except egg graders. An increase of 4¢ per hour for all male employees.

The term of the agreement to be for 1 year.

12. International Association of Heat & Frost Insulators and Asbestos Workers, Local 126 and George Money & Son Limited, J. K. Campbell & Associates Ltd., Western Asbestos (Alberta) Ltd., Armstrong Contracting Canada Ltd., all of Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:

1. Hours of work to be 8 hours per day, 40 hours per week.

2. Overtime in excess of 8 hours per day, 40 hours per week shall be paid at double time. Work on Saturday, Sunday and Holidays shall be paid at double time.

3. Effective April 1st, 1961 an across the board increase of 5¢ per hour. Effective April 1st, 1962 a further increase across the board of 5¢ per hour. Foremen to receive 15¢ per hour over Mechanic's rate. Supervisors to receive 30¢ per hour over Mechanic's rate.

The term of the agreement to be for 2 years.

13. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 987 and Swift Canadian Company Limited, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. On and from June 5th, 1961 an increase of 2¢ per hour and on and from April 1st, 1962 an increase of 5¢ per hour.

The term of the agreement to be for 1 year.

14. The Alberta Teachers' Association and the Macleod School Division No. 28, Granum, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Salary Grid

Effective September 1st, 1960

2900	3400	3900	4600	4900	5200
8x200	9x200	1x300	3x300	3x300	3x300
		9x200	9x200	9x200	9x200
4500	5200	6000	7300	7600	7900

2. Supervision allowance of $100.00 for each room to a maximum of $1500.00.

The term of the contract to be from September 1st, 1960 to August 31st, 1961.

15. International Association of Bridge, Sturtural & Ornamental Iron Workers, Shopmen's Local Union No. 776 and Con-Force Products Limited, Edmonton.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:

1. A 3¢ per hour increase to all classifications.

2. Three weeks vacation after 10 years.

3. A new classification of sub-foreman to be created.

The term of the agreement to be for 1 year.

16. Retail Clerks International Association, Local 397 and Loblaw Groceteria Company (Alberta) Ltd., Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement.

1. Retroactive to April 10th, 1961 an increase of 3¢ per hour. On and from April 1st, 1962 an increase of 5¢ per hour. On and from September 2nd, 1962 an increase of 5¢ per hour.

2. Three weeks vacation after 8 years service.

The term of the agreement to be for 2 years.

Same settlement for Dominion Stores Ltd., Calgary,
Canada Safeway Stores Limited, Calgary,
Jenkins Groceteria Limited, Calgary.

17. United Brotherhood of Carpenters and Joiners of America, Local 1325 and certain members of the General Contractors' Section of the Edmonton Builders Exchange.

Conciliation Commission - J. B. Adams

The parties agreed to the following settlement:

1. Effective June 29th, 1961 a 5¢ per hour increase and effective April 1st, 1962 a further increase of 5¢ per hour.

2. No change in Scope Clause.

3. A new subsection in Clause 4 to read "On projects where camps are maintained, employees shall pay $2.00 per day for room and board".

The term of the agreement to be for 2 years.

18. Construction and Maintenance Employees Union Local No. 784, N. U. P. E. and the Edmonton Public School Board No. 7, Edmonton.

Conciliation Commissioner - C. B. Dagg

1. Civic Holiday to be included in recognized Statutory Holidays.

2. Three weeks vacation with pay after 5 years permanency or 8 years service with the Board, whichever is first.

The term of the agreement to be for 1 year.

19. Retail Clerks International Association, Local 397 and Cal Heights Foods Limited, Calgary,
Medicine Hat Foods Limited (IGA), Medicine Hat
Modern Foods Limited, Calgary
Lyn Cal Foods Limited, Calgary
Mount Cal Foods Limited, Calgary.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:

1. Three weeks vacation after 8 years service, effective 1962.

2. Wage increases effective in 1962.
20¢ per hour increase on lower rates.
15¢ per hour increase on top rates.
20¢ per hour for premium rate.

The term of the agreement to be for 2 years.
April 6th, 1961 to April 5th, 1962.

20. National Union of Public Employees, Local 37, Calgary, Alberta, and Bowness School District No. 4590, Bowness, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following as a basis of settlement:

1. Retroactive to January 1, 1961, an increase of $6.00 per week.

2. The Rand Formula and a monthly check off.

3. Seniority established from the first day of service.

4. Compensation benefits established as the difference between the compensation benefit amount and 80% of regular wage.

5. Sick leave with full pay for a period of twelve working days, the unused portion to accumulate to a maximum of 60 days in any one year. Subject to a physician's certificate after three days.

6. Nine Statutory Holidays.

7. Three weeks vacation after ten years, and four weeks after twenty years.

8. Time and one-half for first four hours, and double time thereafter.

9. Medical and Hospital Plans to be suitably determined by consultation between the School Board and the Union during the next twelve months and then implemented in the agreement.

10. Any employee is liable to dismissal should he engage in the services of any other Employer.

The term of the agreement to be for 2 years.

21. Alberta Teachers' Association and the Cardston School Division No. 2, Cardston Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:

1. Salary Grid:-

	1	2	3	4	5	6
Minimum	3,000	3,400	4,000	4,700	5,000	5,300
	8x150	2x150	1x250	4x200	4x200	4x200
	1x200	4x175	5x200	5x300	3x300	5x300
		4x200	5x150	2x100	2x250	1x200
				1x50	3x100	1x100
						1x50
	4,400	5,200	6,000	7,250	7,550	7,950

2. Supervision Allowance

First five rooms at $125.00 each
Sixth room at $100.00
Seventh to tenth rooms at $75.00
Other rooms at $50.00
Maximum Allowance - $1800.00

The term of the agreement to be for 1 year.

22. Retail Clerks International Association, Local 397, and Dominion Stores Ltd., Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties have agreed to the following settlement:

1. Wages:

Retroactive to April 10, 1961, an increase of 3¢ per hour.

On and from July 3, 1961, an increase of 2¢ per hour.

On and from April 1, 1962, an increase of 5¢ per hour.

On and from September 2, 1962, an increase of 5¢ per hour.

2. Vacations:

Three weeks after eight years.

3. Clean up twice.

The withdrawl of this clause from the contract.

The term of the agreement to be for 2 years.

Same settlement for Canada Safeway Limited, Calgary, Alberta.

Same settlement for Jenkins Groceteria Limited, Calgary, Alberta.

CONCILIATION BOARD AWARDS

FROM

APRIL 1st, 1961 to JUNE 30th, 1961.

"K"

The Honourable Raymond Reierson,
Minister of Labour,
Department of Labour,
EDMONTON, Alberta.

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Electrical Radio and Machine Workers of America, Local 551, and Camrose Tubes Limited, Camrose, Alberta.

The Conciliation Board appointed by Order in Council #340/61 met with the parties to the dispute, and considered the representations made within the terms of reference.

We are pleased to report that during the course of the sittings the parties involved have of themselves been able to resolve the differences in the following terms:-

1. An eight cent (8¢) and hour increase in the basic job rate pay for all production workers subject to incentive earnings. Such increase (on hourly pay only) to be retroactive to December 21, 1960.

2. An increase of twelve cents (12¢) per hour retroactive to December 21, 1960, for shipping loaders.

3. An increase of seventeen cents (17¢) per hour retroactive to December 21, 1960, for all other employees not subject to incentive earning provisions.

4. Each employee is to contribute to M.S.I. and the Insurance Fund the following amounts per month:-

$3.00 - single men
$5.00 - married men without dependents
$7.00 - married men with dependents

5. All employees are to be paid retroactively for two statutory holidays; namely, Christmas Day, December 25, 1960, and New Years Day, January 1, 1961, at $17.00 per employee per holiday.

6. Term of Agreement to be for one year effective as of March 21, 1961.

The Conciliation Board unanimously concurs in the settlement.

DATED this ....4th.....day
of .....April....., A.D.1961,
at ....Edmonton....., in the
Province of Alberta.

.....(SIGNED).....
A. Dubensky, Chairman

.....(SIGNED).....
Dr. Hu Harries, Member

.....(SIGNED).....
Reverend G. W. Payne, Member

TO:

The Honourable Raymond Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Chemical Workers Union, Local 465, Calgary, and Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.

The Conciliation Board, appointed by Order-inCouncil No. 452/61 dated March 27, 1961, held several meetings in Calgary to hear the representatives of the parties to the dispute, and to receive their Briefs. Several meetings of the Board Members were also held.

The Members of the Conciliation Board were:

MR. C. G. CROSLAND, B.A., LL.B., ------ Chairman

MR. W. STANLEY ROSS, Q.C., ------ Member representing the Employer

MR. G. S. BORGFORD, ------ Member representing Local 465

Those before the Board with arguments, Brief and other material for the employer, were as follows:-

Mr. M. Martin,

Mr. R. I. Woodford,

Mr. W. McNaughton,

Mr. M. Dewdny

For the Local Union, with arguments, Brief and other material were:-

Mr. Allan Winslow, International Representative

Mr. A. K. Ash, President of Local 465,

and the Union Negotiating Committee, comprised of:- Messrs. H. L. Armitage, R. W. Ferguson, A. G. Blackwell, Don Milne and R. W. Williams.

After considering the evidence before them, the Board brings down the following Majority Award:-

That the new collective agreement shall run from the first day of November, 1960, to and including the thirty-first day of October, 1961, and shall be the same as the last, which expired on November 1st, 1960, except for the changes and additions hereinafter listed.

1. Wages

An across the board increase of eight (8) cents per hour.

2. Rescue Squad Premium

To be increased from the existing six and one-half ($6\frac{1}{2}$) cents per hour to ten (10) cents per hour for all hours worked in any capacity.

3. Shift Differentials

To be increased from the existing six (6) cents per hour to seven (7) cents per hour for the afternoon shift, and

From the existing twelve (12) cents per hour to fourteen (14) cents per hour for the night shift.

4. Quarterly Overtime List.

The wording of Article 2, Section B (ii) be amended by adding:- "The Company will post on its bulletin board a quarterly overtime list showing the total number of overtime hours worked by each member of the Local during the quarter reported."

5. Job Survey

The Company will complete a job content and wage rate survey in time to be used in negotiations with the Union in regard to the collective agreement to follow November 1st, 1961.

6. Holidays

(a) Article 2 Section D (i) to be amended by adding:- "When Christmas Day falls on a Sunday the next day, Monday, will be considered to be the holiday for Christmas Day, and the ensuring Tuesday will be considered to be the Holiday for Boxing Day."

(b) Article 2 Section D (ii) (3) to be amended by adding:- " Any employee absent from work on a qualifying day with permission of the employer shall not be disqualified for holiday pay, merely by reason of such absence.

(c) That all existing holidays as provided by the previous agreement be guaranteed.

A number of changes or additions to the last collective agreement were proposed by both parties, and while these proposals were largely withdrawn with a view to bringing about an agreement, it is the suggestion of the Board that the items so raised be studied by both parties, with a view to narrowing as much as possible any area of dispute which might continue to the period after October 31st., 1961.

The short period until the parties will be again in negotiations for still another agreement, suggests need not only for settling quickly the present dispute, but also for providing a sound basis of harmony for future negotiations.

The Board was materially assisted by the Briefs and oral arguments of both sides.

All of which is respectfully submitted,

C. G. CROSLAND, Chairman,
Conciliation Board.

G. S. BORGFORD, Member
Conciliation Board.

DATED At Calgary, Alberta,
this 5th day of May, 1961.

TO:

The Honourable Raymond Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:-

MINORITY AWARD

IN THE MATTER OF The Alberta Labour Act
and a dispute between the International
Chemical Workers Union, Local 465, Calgary,
and Consolidated Mining and Smelting Company
of Canada Limited, Calgary, Alberta.

Having read the Majority Award following lengthy discussions with the other members of the Conciliation Board, I find myself unable to concur in the decision reached.

The Conciliation Officer appointed by the Department made a thorough study of the entire situation and issued a series of recommendations, dated January 13th, 1961, which in my opinion was eminently fair and generous to the employees concerned, particularly when it is realized that the cost to the Company of 10.8 cents per hour which was at no time challenged by the Union represents a cost increase considerably higher than the normal amounts being awarded in Alberta on one year contracts and which is even more significant in the light of the undisputed representations made by the Company as to the increased difficulty being faced by the Calgary plant in meeting competition.

In my opinion any further increase in cost will inevitably result in the Company being forced to curtail operations with resulting lay-offs to employees and I am of the opinion that it is much sounder that a contract be secured which will enable the Company a better opportunity of maintaining full employment when so many employees of the Company have been employed over a great many years and in my opinion the Conciliator made a recommendation giving the employees the greatest possible benefit consistent with maintaining the Company's Calgary operations on a sound basis. I am accordingly adopting the wording of the Conciliator's report and in so far as the Majority Award coincides with that report the decision is unanimous, but in all respects where it differs from the Conciliator's report I find that I must refuse to approve or agree to it.

I might mention that one point of dispute arising from the matter of holidays requires special comment in that this Company is already providing better than the average number of paid holidays and that the request of the Union for additional paid holidays is not realistic nor does it conform in any way to the average industrial pattern. By the same token the matter of guaranteed holidays in its essence is simply a backdoor method of increasing wages because it can mean in many cases that a worker not only draws his full weekly wage but an additional amount as well, and I take the position that wage matters should be dealt with openly as a wage rate and not by way of indirect so-called "fringe benefits", and that the 8 cents per hour wage rate agreed to by both myself and the other two members of the Board is fair and just and should not be otherwise dealt with.

At the hearing the Company repeatedly stated that with regard to many of the non-costing clauses, the Company was prepared to discuss with, and did in fact agree with certain modifications in certain of the wordings in the contract, and I am of the opinion that there is no dispute in that respect requiring any decision by the Conciliation Board.

All of which is respectfully submitted.

(SIGNED)
W. STANLEY ROSS, Member,
Conciliation Board.

DATED at Edmonton,
this 8th day of May, 1961.

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Typographical Union, Local 449, Calgary, and certain members of the Graphic Arts Association as listed on Appendix "A".

The Conciliation Board, appointed under Order-in-Council No. 566/61 dated Monday, April 17th, 1961, met with the parties to the dispute and considered the representations made by the parties.

The Members of the Conciliation Board were:-

MR. D. G. L. CUNNINGTON - - Chairman

MR. E. D. WAINES - - Member representing the Employers.

MR. FRANK C. BODIE - - Member representing the Union, Local 449

Appearing before the Board were:-

For the Employers	For the Union
Mr. G. Miller,	Mr. W. J. Calhoun
Mr. F. McCool,	Mr. B. Hall
Mr. F. Kyle,	Mr. J. Cowie
Mr. F. Maxie,	Mr. K. Sidwell,

The Conciliation Board, after meeting and hearing representations from both parties, later endeavoured to come to a unanimous decision. After considerable discussion it was realized that on some points the two members of the Board were diametrically opposed. The Chairman found in favour of the proposed finding of Mr. Bodie, except for one clause. In that clause the Chairman agreed with Mr. Waines. This is made clear later on in this finding.

The matters in dispute were as outlined in the letter of instruction from Mr. Bendickson as follows:-

"All items in black faced type on the proposed contract."

In this finding they are referred to by the number in that "proposed contract".

The Majority Finding is as follows:-

1. The journeymen to receive $2.35 per hour for a forty (40) hour week and the contract to be for one year and will expire on February 14, 1962. This contract to be for one year only and to be antidated to February 15th, 1961.

3. This is the clause in which the Chairman agrees with Mr. Waines, and becomes the Majority Award as is shown later.

4. Agreed as in Old Contract

8. Agreed as in Old Contract

9. Agreed as in Proposed Contract

9(b) Agreed as in Proposed Contract

9(e) Agreed as in Proposed Contract

Section Two

16. The wording to be as in Old Contract, that is 40 hours - Monday, Tuesday, Wednesday, Thursday, Friday of eight (8) hours per day.

16(a) Agreed as in Proposed Contract

16(b) Agreed as in Old Contract

16(c) Agreed as in Old Contract

16(e) Agreed as in Old Contract

16(f) Agreed as in Old Contract

Holidays and Vacations

17. Agreed as in Proposed Contract

17(a) Agreed - the wording to be as in Old Contract

17(c) All employees covered by this agreement with one year's service shall receive two week summer vacation with pay; and with ten (10) or more years service, three (3) weeks summer vacation with pay.

Section Four

All Paragraphs

It was agreed unanimously by the Board that a joint committee of employers and employees should be formed to go into the whole question referred to in these paragraphs.

During the hearing the Employers' representatives suggested that the Union, having all the facts and particulars, such as members, ages and so on, should be able to produce the data which could be presented to Insurance Companies who might wish to formulate plans and costs and benefits. The joint committee could then decide on a plan to be presented to both employers and employees for consideration. Agreed.

(SIGNED) D. G. L. CUNNINGTON,
Chairman

(SIGNED) F. C. BODIE, Member

Clause 3 of the Proposed Contract to read as written with the words "if a member of the Union" inserted immediately after the word "foreman",

(SIGNED) D. G. L. CUNNINGTON,
Chairman

(SIGNED) E. D. Waines, Member

All of which is respectfully submitted, this 15th day of May, A. D. 1961.

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Administration Building.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Typographical Union, Local 449, Calgary, and certain members of Graphic Arts Association as listed on Appendix "A".

A Conciliation Board was established under Order-in-Council No. 566/61 to consider the above named dispute, and hearings were held, and both parties to the dispute submitted oral and written Briefs.

MINORITY REPORT

The writer was in agreement with the Chairman in matters pertaining to the dispute, and these areas of agreement are presented in the Majority Award of the Conciliation Board.

This Minority Report is presented with regard to Section 3 of the Proposed Agreement, which reads as follows:

3. The employer agrees to employ only members of the Union to perform all work within the jurisdiction of the Union, including that of the foreman, and agrees to respect and observe the conditions imposed by the Local Constitution, By-laws, and Scale of Prices, and the 1961 General Laws of the International Typographical Union.

In order that one may have a clear picture of what this section involves, the expiring agreement contained a similar clause, listed under Section 7 and reads as follows:

7. That the said party of the first part binds itself to employ only members of Calgary Typographical Union, No. 449, to perform all work within the jurisdiction of the Union and agrees to respect and observe the conditions imposed by the Local Constitution, By-laws and Scale of Prices, and the 1959 General Laws of the International Typographical Union.

The Chairman of the Board and the Employers" Representative agreed on a revision of this clause as contained in the Proposed Agreement to read as follows:

3. The employer agrees to employ only members of the Union to perform all work within the jurisdiction of the Union, including that of the foreman, if a member of the Union, and agrees to respect and observe the conditions imposed by the Local Constitution, By-laws and Scale of Prices, and the 1961 General Laws of the International Typographical Union.

The Union contended before the Board that the wording of this Section as contained in the proposed agreement which includes foremen was now necessary to be included in the agreement because the section covering foremen in the General Laws 1959 had now been removed from the General Laws of the International Union because of the provisions contained in the Taft-Hartley Act of the United States of America. The Union further contended that the clause accepted by the employers in previous agreements had the same intent and effect as the clause proposed in the new agreement.

The Union asserted that the foremen presently employed in Union Shops are Union Members and they desired to continue the provisions of the old contract in regard to foremen that they had in previous agreements but with new working due to the foreman clause now being removed from the General Laws because of provisions of the Taft-Hartley Act of the United States. The Union presented a signed agreement with Commonwealth Press, containing this clause as submitted in clause 3 of the proposed agreement.

The Employers expressed concern that this proposed clause should be included in the agreement, voicing the objection that the proposed clause resticts the rights of Management.

The writer agrees with the Union contention that the intent and purpose of the proposed clause is no different that what has been included in previous agreements, although the working is different, and that there are no restrictions imposed by the new wording that was not contained in the clause on this subject in previous agreements. Therefore, this Minority Report recommends that clause 3 of the Proposed Agreement be accepted.

DATED AT THE CITY OF CALGARY, ALBERTA, this 15th day of May, A.D. 1961.

Signed,

FRANK C. BODIE, Member

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Typographical Union, Local 449, Calgary, and certain members of Graphic Arts Association as listed on Appendix "A".

-

Following is the report of E. D. Waines, Conciliation Board member. The report is a "Minority report" and sets forth reasons for differing from some of the decisions of the "Majority report" and also indicates points of agreement.

In the order in which the items were listed on the proposed contract (submitted by the Union) and set forth in black type this report will follow the same order.

Para 1.... (A) Agreed — Both Union and Employers agreed on a one year contract to expire February 14, 1962.

(B) Agreed — Both Union and Employers agreed the "1961 contract" will be for a 40 hour week, (8 hours Monday to Friday inclusive) for day work; and a 37½ hour night work week of five (5) seven and a half hour shifts.

(C) Differ — The Unions final request for day work was $2.35 an hour.
The Minority report recommends not over $2.30 an hour. The reasons are given later in this report, along with comment on other cost items.

Para 3.... — The Union insisted that the foreman must be a member of the Union.

On this item the chairman and this "Minority Report" are in agreement. Therefore it becomes a "Majority Decision" — The Employers insisted, and this report supports their stand, that the foreman may be a member of the Union and a journeyman in good standing and may be governed as an individual journeyman by his 1961 International Union General Laws, and that he as a journeyman may have to abide by the Local Constitution and By-laws of Local 449.
The reference in this clause which states that the employer agrees to "observe and respect" the right of both Local and International Laws being made by which Union members are governed - means just what it says, and not what the Local has attempted to persuade the Board it could mean. By "observe" it means "be aware of" or "read, see"; and by "respect" it means, in this instance, that the employer will not require a journeyman union member to do any duty that the laws of the Union says he is not to do, or not required to do.

The Union contention that "observe and respect" in this clause means that the Employer, as Management, is required to obey any law or by-law that the Local or International may write into or amend " " ------is absurd. These laws are for the government of the union members only.
The 1961 International Laws, written for the Government of its own members, do not say the foreman must be a Union member.
The Employers, as management, insist that the foreman is part of management and is responsible for his carrying out of his duties solely to management.
The right to hire management employees, who have the ability to "hire and fire", is not one over which a Union should usurp control merely by writing something into a proposed contract. In the minutes of the Board meetings, when Employers met with the Union, is this statement: "Mr. Calhoun said the foreman has the right to hire and fire and is a management man". Mr. Calhoun was speaking as the International representative of the Typographical Union.
The Chairman has suggested a wording might be included to say that the expression "including that of the foreman, if a member of the Union" be in paragraph 3. To this I have agreed.
It is doubtful if any new wording can be introduced into this paragraph that does not change managements' rights -- but a suggested wording could be: "The Employer agrees that no journeyman will be excluded from a foreman's position by reason of being a journeyman member of the Union in good standing."

Para 4... The new wording of this paragraph was acceptable by
Agreed all Board members.

Para 8... Apprentice scale of wages -- it was agreed this stand
Agreed as in last contract and not be advanced by 5%.

Para 9... This provision was acceptable to all Board members.
Agreed
Para 9 (b) This provision was acceptable to all Board members.
Agreed
Para 9 (e) Was also accepted.
Agreed
Para 9 (f) Was also accepted.

Section Two

Para 16... The work week is accepted as in last contract.
Agreed i.e. 40 hours, days
Para 16 (a)This provisions was accepted.
Agreed
Para 16 (b)The work week for nights to remain at 37½ hours
Agreed was acceptable.

Para 16 (c)The "night differential" was accepted to remain at
Agreed 10% over day scale rate.

Para 16 (e)The "old contract" provision was accepted.
Agreed
Para 16 (f)The 1960 "old contract" provisions were accepted.
Agreed

Holidays and Vacations

Para 17...

Differ

The Board majority report supported the proposed wording which allowed a holiday within three months for any recognized holiday that fell on a Saturday. The old contract specified Monday to Friday work week and did not allow a substitute holiday for one which occurred on Saturday. This report calls attentioned to the fact that two such holidays occur this year, which means 16 less hours of work for which the Employers would be required to pay, although no work would be performed and presumably another 16 hours of work would have to be paid for, if other help were required on the days given as substitute holidays

Para 17 (a)
Agreed

This section, it was agreed, remain as in the 1960 "old contract" and not be changed to require triple pay for a holiday.

Para 17 (c)
Agreed

Differ

The old contract provided for one week holidays at the end of one year and two weeks in succeeding years. All agreed on two weeks after one year.
The proposed contract asked for 3 weeks after 5 years. To this management would not agree and pointed out a boy was not even out of apprenticeship until his 6th year and therefore not a qualified printer by Union rules. The "Majority Report" changed this to 10 years.
This Minority Report suggests that, when there is no previous record of 3 weeks vacations, it is not reasonable to suddenly compel Employers to grant them except in cases of really earned service regards. It was estimated that 35% of the Employees might qualify on a 15 year basis. One of the Employers' objections is that the older firms with long service printers, would be further put at a disadvantage on costs with newer firms and with non-union competition.
The Employers not only would have to again pay for more work hours where no work was performed--but also would have to hire other journeymen to perform the work of those on vacations.
It was pointed out in this report that there is no Government provision for three week holidays to make competitors shoulder the same vacation costs.

Section Three

Para 18 (b)
Agreed

Rewording was agreed.

Section Four

Para
Para 21,22,23
Agreed

All Board members agreed that the matters raised in these sections of the "proposed contract" be the subject of joint discussion and planning by both Union and Management, outside of this contract, to discover if a plan can be agreed upon.
These paragraphs concern severance pay, pension plans, sick leave and health insurance plans, and other possible "fringe benefits". Management at the Board meeting agreed to consider, and jointly discuss, information and costs which the Union would gather and present. This report, together with those of the other Board members, suggests this is proper.

This report also advised that the Employers have insisted that the old contract be continued and that this, or any other contract arrived at, must include two attachments. One is the information described in Para 3, which refers to union laws by which Union journeymen are governed; and the other is the provision of the old contract covered by an attachment which reads:

"Calgary Typographical Union No. 449

February 15th, 1959

This is to certify that Employees now engaged in processes now in operation in the plant, or operations outside Union jurisdiction, may continue such operations without interference by this Union during the term of contract dated February 15th, 1959. Competent help is to be adjudged as being "satisfactory help" by the Employers.

President B. Huffman
Local No. 449"

The dates only and the new Presidents signature need be changed.

The Employers' costs under the proposed contract will rise far beyond the Journeyman's scale of hourly pay suggested, by a considerable amount:

	WORK HOURS PAID FOR	HOURLY SCALE	COST	HOURS WORKED	PAY FOR HOURS WORKED	HOURLY COST TO EMPLOYER	% PAID TIME NO WORK DONE
1960	2080	$2.25	$4680.00	1928	$2.43	$2.43	PAID TIME - NO WORK DONE 7 1/16%
1961 .10¢ HOUR INCREASE 2 HOLIDAYS (SATS.) WITH PAY	2080	$2.35	$4888.00 38.60 $4926.60	1928 16 1944	$2.53½	$2.55½ Extra man to cover 16 hours	
1961 10¢ HOUR INCREASE 2 HOLIDAYS (SATS.) PLUS 3rd WEEK HOLIDAY	2080	$2.35	$4888.00	1888 16 40	$2.59	$2.66 Extra man to cover 56 hours	PAID TIME - NO WORK DONE 11%

This Minority Report calls attention to these factors that concern the Employers:

1. A survey taken in April shows that 66½% of the Employers have a less net profit or a loss for 1960.

2. Due to unusual competition from Wholesalers (calling on printing house accounts), and Private Printing Plants (of Which 39 were listed in the Employers' Brief), doing work formerly done by Employing Printers volume has dropped. This volume drop has meant greater competition for available printing.

3. The cost increase to the Employer for an individual journeyman (over 10 years service, which is most of staff) is an apparent .23¢ per hour, or over 10% increase in cost. Compositors work requires Press Work and often Bindery Work as it is not complete within itself. The Pressmen's and Bindery Unions are also negotiating. If these two Unions receive the same increase and thereby cause the same costs as a Compositor (4 years out of apprenticeship) then -- the Employers' quotations for printing would have to increase by .69¢ per hour to recover less than the bare cost of shop wages only.

COMMENT

This Minority Report points out that the Union representatives stated they had asked for a number of things which they did not expect to get, and upon which they were willing to concede ground. This minority report also points out that the Union had not in any way reduced its demands during the "Conciliation Commissioner" stage of negotiations, and came into the board meeting with requests for 42¢ an hour increase, provisions for triple time, two-and-a-half-time, and double-time for an hour of work under some conditions, and for pay for an increased "number of paid hours during which no work was performed" amounting to 146 to 186 more hours per year. The Employers on the other hand had no choice but to offer "the old contract" at any stage. The Union, at the board meetings, in making a point of reducing demands were, in fact, not making concessions of any kind because, by their own statement, they originally were asking for things which they neither hoped nor expected to get. The "Conciliation Commissioner", in suggesting a 7¢ increase for a one year contract, had made a reasonable suggestion to my belief, although I cannot agree with some of his other suggestions.

SUMMARY

Increasing prices, decreasing volume, and increase in staffs to produce the same number of worked hours off production and greater competition, are all considerations that should be taken into account when reviewing this Minority report.

Respectfully
submitted,

(Signed)

E. D. WAINES,
Comciliation Board Member.

DATED at the City of Calgary, Alberta,
this 15th day of May, 1961.

TO:

The Honourable Raymond Reierson,
Minister, Department of Labour,
Administration Building,
Edmonton, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act
and a dispute between the National Union
of Public Employees, Local No. 37, Calgary,
and the City of Calgary, Calgary, Alberta.

The Conciliation Board, appointed under Order-in-Council No. 590/61 dated Tuesday, April 25th, 1961, met with the parties to the dispute and considered the submissions made by their representatives.

The Members of the Conciliation Board were:-

MR. CARL O. NICKLE	Chairman
MR. FRED MAXIE	City Representative
MR. ROBERT SCOTT	Union Representative

Appearing before the Board were:-

For the City	For the Union
His Worship, Mayor H. Hays	Mr. Harley Horne
Commissioner D. Batchelor	Mr. A. Roberts
Commissioner J. Steele	Mr. S. Collier
Commissioner I. S. Forbes	Mr. F. Spooner
Mr. P. M. Thompson	Mr. G. Mitchell
Mr. M. A. Jacobson	Mr. R. Braun

Also present were Messrs. P. Lake and Sam Poffenroth from the Federation of Civic Employees.

The Conciliation Board, after meeting and hearing representations from both sides, held several meetings in an endeavour to come to a unanimous decision. The Conciliation Board points out that Mr. R. Scott dissents from this Board's recommendation concerning the No. 1 request of Local 37, the request for wage increase of fifteen (15) cents per hour across the board. The Board's recommendation in this regard is a majority one concurred in by the Chairman and Mr. Maxie. We also point out that Mr. Maxie dissents from the majority Board recommendation concerning Civic Federation request No. 9, which deals with service pay. The majority recommendation is concurred in, in this case by the Chairman and Mr. Scott, All other Board recommendations in this report are concurred in by all three members of this Board.

LOCAL NO. 37 REQUEST (1) - AGE INCREASE OF FIFTEEN CENTS PER HOUR ACROSS THE BOARD

CONCILIATION BOARD RECOMMENDATION:

That the City of Calgary and Local No. 37 N. U. P. E. enter into a two year contract covering 1961 and 1962, at prevailing rates of pay for 1961, and an increase of five cents per hour across the board for 1962, with such contract to include amendments based upon this Board's recommendations in regard to certain other requests of Local No. 37.

* * * *

This recommendation on the key issue that has been debated between Local No. 37 and the City of Calgary for several months, has been a difficult decision to make. We have given careful consideration to the many thousands of words of written and verbal fact, figure, comparison, forecast and opinion presented to us by the disputing parties, both in pressing of their respective cases, and in rebuttal of the other. Errors of fact, and of opinion, in both cases have been brought to light in rebuttal and examination; but, overall, both Union and City marshalled and presented the components of their cases carefully and excellently.

> The Chairman, as the neutral member of the Conciliation Board, assumed before commencement of the hearings that on the issue of Wages there might prove to be a sound ground for compromise on a 1961 rate somewhere between the City's stand of "no increase" and the Union 's demand for fifteen cents hourly increase. However, on the basis of evidence submitted and weighted, balance swung to the view that the facts do not justify an increase in the current year.

We recognize, however, that time alters the factors that dictated this decision. Among such factors are 1962 increases already stipulated in contracts for certain members of the community performing duties comparable to those of members of Local 37. We recognize also that the interests of both parties, and the community as a whole, can be served by now removing some of the uncertainties of 1962, in regard to mill rate, utilities rates, etc. The Board, therefore, recommends that a two year contract be entered into, with an "across the board" increase of five cents per hour for 1962.

> The Board notes that contracts between the City and Local 37 have, in recent years, (1955 - 1960), have been of two years' duration. It also notes that a recent contract between the General Contractors Association of Calgary and International Labourers No. 1111 (used by both sides in this dispute as a basis for comparison) provides for an increase of five cents per hour for 1962 in basic labour rate.

The City's submission to this Board stated that the Administration has twin responsibilities: (1) responsibility to its employees, to maintain fair and equitable wages and conditions, and continue the city's position as a model employer relative to the community; and (2) overall responsibility to the larger Calgary Community of non-civic workers and taxpayers, to act as trustees of public money by not increasing civic pay and working conditions above community level. This Board has comparable "twin responsibilities."

The City's case was based upon three main conclusions, that:

(1) Local 37 pay is already high by all fair comparisons;

(2) Pay increases now would force the city to contract out more work to private firms prepared to bid at lower costs than civic employees can do it;

(3) The City's serious financial problem does not allow pay increases in 1961.

The City summarized its 'serious financial position' by detailing:

(a) a progressive rise in recent years in per capita debt and in tax burden levied upon real property (the major source of income).

(b) an indicated 17 per cent increase in mill rate for 1961 because of the new Alberta Educational Tax Plan, even if the city holds the line on general expenditures;

(c) an indicated 60 percent rise in mill rate from 1960 to 1965, if the city is to pay for essential capital improvements and overhead out of income, rather than by borrowings or by increased senior government grants.

We consider 'ability to pay' a valid argument for a "hold the line" policy, provided it is not simply an effort to unload an inequitable share of the burden (by denying justified wage increases) upon civic employees, in order to lighten the share of the burden borne by the rest of the community. In other words, a mere dislike of paying higher municipal taxes does not justify a community underpaying its employees. By the same token, the City - regardless of the ease or difficulty in raising the funds to pay its way - would not be justified in maintaining its employees at standards higher than those enjoyed by the mass of citizens not on the city payroll, and thus unloading an unfair burden on those who earn their living from other sources.

The City, in support of its claim that "Local 37 pay is already high by all fair comparisons," submitted a summary of Wage Rates (in categories covering the major groups in Local 37) for representative cities across Canada, the Western Provincial Governments, and representative western Utilities. (The Union found certain errors in this tabulation, but the corections did not materially alter conclusions to be drawn). The general conclusions: current Local 37 rates are about five percent higher than the average major cities across Canada, about the same percent higher than the Alberta area, and slightly higher than Calgary average rates. Following are comparative current rates in Alberta:

Classification: (Hourly rates)	Labourer #1	Labourer #2	Truck Driver #1
CALGARY Civic	1.73	1.78	1.81
Edmonton Civic	1.70	1.72	1.79
Lethbridge Civic	1.69	1.74	1.81
Red Deer Civic	1.54	1.62	1.70
PProv. Gov't. Alberta	1.46	1.65	1.52
Calgary School Board	1.67	1.67	1.77
Calgary Power Limited	1.52½	1.76	2.14
Alberta Gov't Telephones	-	-	1.71½
Can. West. Nat. Gas. Co.	1.72	1.74	1.72

Classification: (Hourly rates)	Truck Driver #2	Equipment Oper. #3	Auto Mec.
CALGARY Civic	1.85	2.04	2.23
Edmonton Civic	1.79	2.02	2.17
Lethbridge Civic	1.81	2.03	2.06
Red Deer Civic	1.76	1.83	-
Prov..Gov't. Alberta	1.65	1.87	2.17
Calgary School Board	1.77	1.78½	-
Calgary Power Limited	2.14	-	-
Alberta Gov't Telephones	1.77	-	2.01½
Can. West. Nat. Gas. Co.	1.82	2.04	2.30

Local 37, in its Brief, claimed other communities in Canada are not 'holding the line' and listed wage increases granted in 1961. Those in Alberta with the amount of increase reported by Local 37, and the Labourer Pay rate after the increase as reported in the City's rebutal, are:

			Labourer Rate after Incr:	
Grande Prairie, Civic	1961 Incr:	.10¢ per hr.		$1.45
Beverly, Civic	"	$10.00 per month	"	1.80
Drumheller, Civic	"	.10¢ per hr.	"	1.51
Lethbridge, Civ. Outside	"	.07¢ per hr.	"	1.69
Lethbridge, Clerical	"	4 percent	"	
Edmonton Separate School	"	4 percent		
Bowness, Civic	"	.15¢ per hr.	"	1.50
Bowness, School	"	$20.00 per month		
Montgomery, Civic	"	.08¢ per hr.	"	1.75
Fort McLeod, Civic	"	.06¢ per hr.	"	1.41
		Average 1961 Labourer rate for those granted increase:		$1.56

City of Calgary current rates: Labourer 1 $1.73; Labourer 2, $1.78.

Local 37 in its Brief stressed that a comparison of its rates with other wage earners in the Calgary area can only be fairly made with the construction workers, covered by the agreement between International Labourers Local No. 1111 and the Calgary General Contractors Association. This agreement, which provided a basic rate for Labourers of $1.85 per hour in 1960 (compared to the City's $1.73 rate), has recently been renegotiated to provide a five cents per hour boost in 1961 (to $1.90) and a further five cents (to $1.95) in 1962. Other categories in the Union Contractor 's rate schedule are also higher than those applying to members of Local 37. (The City pointed out that inexperienced Labourers - with under 60 days experience - are paid $1.60 per hour by the General Contractors).

> Local 37 also pointed out that when the City lets out work to contract (sewer, road construction, etc), the Contractor is bound by a Fair Wage Clause requiring him to pay wages and comply with working conditions "not less favourable than the working conditions established in the City of Calgary by the Calgary General Contractors' Association and/or the Association of the industry concerned." Its conclusion: those employed by contractors working for the city receive basic pay higher than that of City employees.

The City presented detailed calculations to prove that "fringe benefits" to civic employees are greater that to workers covered by the General Contractors' agreement and that, when fringes are taken into account, the situation reverses in favour of the civic employee. For Labourer Class 2 (largest group - 32.5% represented in Local 37), the City claimed Real Pay (including fringes) of $2.13 per hour, seven cents above the calculated Real Pay ($2.06) for the experienced Labourer under the General Contractors' agreement.

> The Conciliation Board does not accept in full the comparison of 'fringe benefits' made by the City, but after adjustment for items in doubt, does conclude that "pay plus fringes" at now prevailing rates places the Local 37 members in a position of approximate parity with the Contractor's employee.

The Board accepts the view presented by the City that Local 1111 (representing Labourers employed by the General Contractors) represents only one out of fourteen of the estimated total force of Labourers in Calgary; and that the basic pay of the other thirteen is fairly represented in the Dominion Bureau of Statistics 'weighted averages' for 1960. D.B.S. reports $1.67 per hour as weighted average for Alberta, $1.71 as weighted average for Calgary. Current Local 37 rates would thus appear to be slightly above local and provincial weighted averages, at the present time.

> The Board also recognizes that basic wages and fringe benefits, on which a dollar value may be placed, do not take into account other factors which cannot be expressed in tangible terms - job security and continuity of employment, enjoyed by the great majority of workers of the public payroll. It recognizes, of course, that Local 37 does also represent - in addition to a majority of workers with year-round security of employment - a minority of seasonal outdoor workers. The latter are subject - like a far larger number of local construction and other outdoor workers not on the public payroll - to conditions of seasonal uncertainties, over which this Board has no control except as to recommendations of fair basic labour rates.

Local 37 has presented to this Board detailed tabulations to prove that over the past eleven years (1950 - 1960 inclusive) some groups of Calgary civic employees have gained, both percentage-wise and dollar-wise, more than members of Local 37. Their conclusion is that an increase is now justified to reduce some of the differential. Using 1950 as the base year, Local 37 wages in 1960 were higher by 67.6%; compared to 64.6% for Local 38 (Clerical), 85.2% for Local 709(Foremen), 69.9% for Transit Operators, 91.9% for Fire Fighters, 103.5% for Police, 98.1% for Electric Linemen.

The percentages do prove that all Calgary civic employees, like most Canadians, have over the past decade gained more in earnings than the rise in cost of living and thus enjoy better living standards. (Canada's Consumer Price Index increased 24.3% during the decade, while C. P. I. for Calgary-Edmonton area increased 21%). However, we do not believe Local 37 's comparison approach forms a strong basis for an increase in 1961 rates. It assumes that Calgary civic workers operated eleven years ago in perfect balance, insofar as wage rates applied to individual categories were concerned, and assumes that all categories should be advanced on a mathematical basis maintaining the 1950 balance. Even assuming that 1950 rates were equitable as between classifications of employees, it appears obvious that re-appraisal of the individual job valuations over eleven years would bring varying percentage and dollar differences in different categories. In fact, fairly wide varations have occured within the classifications represented by Local 37 itself - ranging from a 54.7% gain for Equipment Operator 111, to 73.5% for Labourer I, and to 79.5% for Asphalt Rakers. The average Local 37 gain - 67.6% - closely approximates the average gain for all Calgary civic employees, Job evaluation, continuously carried out, presents a far better means of fairly equating the wages of individuals or categories than does any rigid mathematical formula.

The City declared that higher wage costs in 1961 would force it to contract out more work that would normally be done by civic employees, in order to minimize cost to taxpayers. It outlined a procedure recently approved by City Council under which, in effect, the City Engineer's department tenders for certain public works in competition with construction firms. Where the City's tender is lowest such work is done by civic employees, and proper cost accounting done to determine ultimate cost of the project. Work is awarded to an outside contractor if he bids lower than the City Engineer. Of the City's 1961 works program, projects definitely to be undertaken by civic employees have a value of $2.8 millions, while work to be contracted amounts to about $4 Millions. It was pointed out that "any reduction in the list of work to be done by City forces will result in a lay-off of permanent personnel."

The City presented details on six specific projects (Storm Sewers, Sanitary Sewer, Watermain and Ogden Outfall), whose total cost as estimated by City Engineer's Department would be $1,045,000 but where low tenders by private contractors added up to a total cost of $854,000, a saving to taxpayers exceeding $190,000. While further details were provided at request of the Conciliation Board, a reasonable answer to the questions posed can be summed up in a quote from the City's rebuttal brief;

"Since contractors continue to bid, and most eagerly, for work on City projects, one could only surmise: (a) These projects even with the Fair Wage Clause, are profitable to the contractors because actual real labour costs are less: (b) These projects yield profit to Contractors because their employee productivity is greater than Civic employees."

The problem of improving productivity of Civic employees lies in the laps of City Administration and Supervisory Employees of all levels, as well as the mass of workers, and cannot be a matter of further comment by this Board. However, in the interests of both parties to the dispute before this Board, we cannot justify action for 1961 on wages that could further widen the apparent margin in cost between Civic and Contractor performance on public works. Our recommendation for a five cents per hour increase for 1962, under a two year contract, matches the increase for the year already contracted for by employees of General Contractors.

Various other arguments, for and against Local 37's request for a 1961 increase of fifteen cents per hour, were also reviewed by this Conciliation Board. While each weighed in the final decision, they were relatively unimportant as compared to the points herein reviewed. We believe the recommendation made is equitable to both parties, and urge upon each its acceptance.

RECOMMENDATIONS OF THIS CONCILIATION BOARD ON OTHER REQUESTS OF LOCAL NO. 37:

	LOCAL NO. 37 REQUEST:	CONCILIATION BOARD RECOMMENDATION
	Two cents per hour be paid to all mechanics using their own tools on job.	Rejected. Hand tools considered by City and all other major employers of tradesmen in area to be customary adjuncts for employement, supplied by the mechanic himself.
(3)	Civic Federation Requests:	Suggest that City & Unions in Federation devise formula to deal with Federation requests in future. Recommendations below recognize that this Board can deal with matters affecting Lofal 37 alone.
	1. That City adopt Accumulative Sick Leave Plan, suggested by Civic Federation.	1. Recommend no action on request at this time.
	2. That City declare the first Monday in August as a Civic Holiday.	2. Recommend no action on request at this time.
	3. That employees requested to work on Statutory or declared Holiday, receive the days pay, plus double time for the time worked. If employees are not required to work on the holiday they shall receive a days pay.	3. Recommend no action on request at this time.
	4. Change the heading of Clause 10 to read "Compensation Accident."	4. Recommended for approval.
	5. Amend Clause 11 whereby this clause will not be misinterpreted by either department heads or local union officials.	5. Recommend no action on request at this time.
	6. Amend Clause 14 to read "six months."	6. Recommend no action on request at this time.
	7. Add to Clause 15 the following paragraphy C : "Seniority shall take effect immediately after the probationary period has been served and shall date back to the date of commencement of service. Layoffs shall be made on the basis of the last on shall be the first laid-off and recalled in the inverse order of lay-offs.	7. Recommended for approval, with first sentence amended to "Senority shall take effect after twelve months have been served, and ...."
	8. That employees be granted indefinite leave of absence to perform union work.	8. No information. No recommendation possible.
	9. That all employees be granted service pay on the following scale - After ten years continuous service with the City employees to receive $5.00 per month extra. After 15 years, employees to receive $10.00 per month extra.	9. Mr. Maxie dissented on this point. Recommended for approval, in amended form, as follows: After 15 years' continuous service with the City, employees to receive $5.00 per month extra." Service Pay already in effect for Police, Firemen, Transit Operators, Health Department, School Board, on grounds limited

opportunity for advancement. While percentage of higher pay jobs available better for Local 37, we believe principle of of Service Pay justified for group.

(4) Vacation Pay

(a) Basic period for holiday computations shall be established as the twelve months ending March 31st in any year.

Recommend that the Calgary Federation of Civic Employees and the City should negotiate agreement on any amendments to Holiday pay provisions, covered by (4) (a),(b),(c) and(d) of Local 37 requests. These matters not purely Local 37 concern, and properly should be dealt with by Civic Federation.

(b) All holidays earned in the year or any part of the year prior to March 31st shall be taken by the employees at any time after that date.

(c) Any employee not having a year of service prior to the commencement of the holiday period, March 31st, shall be allowed holidays at the rate of $1\frac{1}{2}$ days for each complete month of service.

(d) If a Statutory or Declared Holiday falls or is observed during the employee 's vacation period, he will be granted an additional days vacation for each such holiday in addition to his regular vacation time, or a day's pay.

(5) Section "B"

Coverage: to be reworded as follows: "This agreement shall constitute the minimum salaries wages and working conditions whose bargaining rights are ....."

Recommended for approval. Addition of word "minimum" to present Clause is only change.

(6) Section C- Classification & Pay Plan

We would appreciate copy of letter referred under this Section: (Quote: "Installation and administration of these plans will be carried out in accordance with the Personnel Department letter of 19 Oct. 1954").

Recommend that new Agreement specify "Classification Plan included in the City of Calgary Administration Manual published December 1959" which supercedes letter of 19 Oct. 1954. While present Agreement for 1959-1960 refers to letter, both Local 37 and City have lost or mislaid copies, sometime since October 1954.

(7) Section D- Local 37 Classiciation

That following be added at end Section D subsection 1: "Any classifications created during life of this Agreement and falling into the general pattern covered by this Agreement shall be negotiated by the Union and Management, and rates and conditions shall be effective as of the date of commencement of the Classifications."

Recommended for approval, with amendment, being the addition of the words "subject to grievance procedure," inserted following the words "by the Union and Management."

(8) Classifications: nos. 1 to 8 Items

dealing with suggested amendments to certain job classifications (Labourer-Dumpman, Ash Truck Driver etc., etc.,)

Recommended that the City and Local 37 negotiate these matters, and make appropriate amendments to classifications in City manual and Agreement.

(9) Section D-Subsection 5(to be added)

covering all Swimming Pool Personnel

Recommended that proposed new Sub-section be added.

(10) Section E-Miscellaneous Conditions

Sub-Section 2(g) - Remove the words "falling from Monday to Friday."

No recommendation. This matter now before an Arbitration Board.

(11) Section 3-Sub-Section 6-Hiring at Classified Rates

This sub-section to become Sub-section 6 (a) and new Sub-section 6(b) to be added as follows:- "PROCEDURE OF LAY-OFF AND REHIRE: The City agrees that in case of lay-off all men with over 30 days service shall be laid off in order of seniority. All men who are laid-off with over 30 days service with the City of Calgary shall be eligible for rehire on the inverse order of lay-off."

Rejected. Acceptance of this proposal would seriously limit the ability of the City to obtain the best available man for the job, and could tend to seriously downgrade the civic employee force. A new civic employee now enters the service, regardless of the level of the job, on a one year's probationary basis. The employee's progress and suitability is specifically checked before the year is up, and his departmental superiors recommend either his permanent status or his 'separation'. To give seniority status after only one month's service to Local 37 casual workers would eliminate one vital safeguard to ensure that only suitable people become permanent.

(12) Section E-Sub-section 9-Shop Stewards

Delete the present clause and substitute the following: "Shop Stewards shall be recognized as having the authority to act on behalf of the employees in their respective divisions."

Recommend that the Union and the City Comply with the terms of Section 23 (a) of the Common Supplementary Agreements; and that Section E Sub-section 9 need not be altered.

(13) Section E-Sub-section 10-Half-Hour Lunch Period.

to become Sub-section 10(a) and a NEW Sub-section (10b) Coffee Breaks be added as follows:- "All workers covered by this Agreement shall be entitled to two coffee breaks per shift, of 15 minutes each.

Recommend that no change be made in present Section. Provision is now made in City Manual for one 15 minute Coffee Break, and an informal second rest period is now available. We do not recommend that these be further formalized.

(14) Clothing Addendum:

The Union requests that clothing addendum be amended by adding:
Trapmen O Crusher - Overalls, gloves or mitts.
Crusher Operator - overalls, gloves, or mitts.

Recommend rejection, except that consideration should be given to Tar Kettle Man-shoes.

LOCAL NO. 37 REQUESTS — CONCILIATION BOARD RECOMMENDATION

Tar Kettle Men - Shoes

Shovel Operator - No. 1V Equipment coveralls and gloves.

All of which is respectfully submitted:

(Signed) _____
CARL O. NICKLE, Chairman.

(With the exception of Item (3) Item 9- Service Pay) (Signed) _____
FRED MAXIE, City Member

(With the exception of item (1) Wage Increase) (Signed) _____
ROBERT SCOTT, Union Member.

DATED at the City of Calgary, Alberta, this 19th day of May, A.D. 1961.

To The Honourable Raymond Reierson,
Minister of Labour,
Government, Province of Alberta.

Dear Sir:

MINORITY AWARD

IN THE MATTER OF: The Alberta Labour Act,
and a dispute between the City of Calgary
and the National Union of Public Employees,
Local Union 37, both of the City of Calgary,
Alberta.

O. C. 590/61

After very careful consideration of the issues in dispute, thirty-five (35) in all, I am sorry to report that I am in complete disagreement with the Majority Award on the major issue - wages - which compels me to submit this Award:

(a) I am at a loss to understand the reasoning behind the Majority Award in stating that the evidence submitted by the Union did not justify an increase in this current year, on the following grounds:

1. The Union submitted evidence to prove that five (5) out of six (6) other Civic Unions in the City services had received increases from 2.2% to 35.9% greater than the increases received by members of Local 37 during the past ten (10) years.

2. The Union also submitted evidence that fourteen (14) Civic Locals in Alberta had received increases in 1961 from 6¢ to 15¢ per hour, and thirty-one (31) others throughout the Dominion of Canada had received increases, all of them around 5¢ to 10¢ per hour.

3. They submitted evidence on the Construction Laborer in the City of Calgary, which is a type of work comparable to that done by the majority of the members in Local 37, to show that Laborers in Construction are receiving a higher hourly rate, and have received a 5¢ per hour increase in 1961.

4. Evidence was submitted showing that all heavy equipment operators in Construction receive higher hourly salaries than those of the Civic Employee in Local 37.

5. The Union submitted, in their evidence, much statistical information on D. B. S. and other statistical information services, most of which is of no value in Labour Relations, with the exception of the Cost of Living Index, which indicated the necessity of a two per cent (2%) increase.

6. The Union did not submit evidence extending beyond the Civic field, which I believe was wrong, but I can understand why they did not, when Management will continually claim that Apples, Chemicals and Beer are not comparable in our operation. If the Union had chosen to submit this type of information, which, in my opinion, would have been appropriate in this case, as these people are all tax-payers in the City of Calgary, they could have strengthened their case considerably.

(b) On the other hand, I presume the Majority Members of the Board were satisfied in their minds that the City of Calgary submitted evidence sufficiently satisfactory to warrant a " Hold the Line " policy for 1961. I, as the Minority Member, certainly did not see evidence to convince me of the necessity of such a policy, for the following reasons:

1. The strongest argument for the City was based on the fact that the City of Calgary is now paying slightly higher rates than Edmonton. But, this comparison can be found in all fields of Labour Relations, where one group may be a few cents above the same group in another City.

2. A most disturbing statement was made in the City's presentation, to the effect that the Employees under Local 37 were highly paid now, and, in fact, were paid toomuch. For this reason, I have prepared a weekly budget which, in my mind, is based on a bare minimum for a family of four, as follows:

Groceries - dry, also covering sanitary supplies	$ 12.00 per week.
Fresh Meats and Fish, including bacon and ham	7.00 per week.
Bread and Bakery Products	3.00 per week.
Dairy Products - Milk, Butter, Eggs	6.00 per week.
Fresh Vegetables, including potatoes	2.50 per week.
	30.50 per week.
Shelter - Rents or payments & utilities	25.00 per week.
Clothing - Husband - 170.00 per year	3.25 per week.
Wife - 200.00 per year	3.85 per week.
Two Children - 200.00 per year	3.85 per week.
Household Replacements - 130.00 per year	1.50 per week.
Health - M. S. I. & Medicines	2.40 per week.
Transportation	2.50 per week.
Tobacco	1.00 per week.
Hair & Cosmetics	1.50 per week.
Newspaper	.35 per week.
Vacations	3.00 per week.
Income Tax	2.86 per week.
Unemployment Insurance	.94 per week.
TOTAL	$ 82,50 per week.

The above Budget of $82.50 per week equals an earning requirement of $2.06 per hour, or $357.50 per month.

3. Another point on which the City endeavoured to elaborate was that they had to consider all the tax-payers of the City of Calgary. I have no quarrel with the statement as such, but in my opinion the majority of the tax-payers of the City of Calgary, including Railroad Workers, Packinghouse Workers, Chemical Workers, and many others, have all received basic increases in their hourly rates of pay for 1961, and what is good for the tax-payer should be good for their Employees.

4. The City also elaborated on the Fringe Benefits, such as Pensions, Health and Welfare, Compensation, Unemployment Insurance, Coffee Breaks and others. While these are certainly cost items, most of the better Companies adhere to the principle. Some are higher and some are lower, and I certainly cannot agree that they should have any great bearing on the adjustments of the basic wage.

(c) Comments on the Majority Wage Award and important matters with reference to this dispute:

1. I must take this opportunity of complimenting both parties on submitting to the Board very extensive and informative Briefs, which made it possible for the Board to make more realistic decisions.

2. Both the City's Brief and the Majority Award seem to be of the opinion that a wage increase to the Employees and members of Local 37 would result in forcing the City to contract more work out to private Contractors. While I did not accept the City's estimated project costs, if they were correct, then it is the duty of the administrative staff, in the interest of the tax-payer, to see where their deficiency lies, and it cannot be with the Employees and members of this Local, who do just what they are told to do. Nor can I understand when the so-called Fringe Benefits would enter into these estimates, when the majority of the Employees on such projects would not be entitled to such benefits.

3. The Majority Award is based on a two-year Agreement. While I have no objections to such an Agreement, I deliberately asked both parties if they were prepared to accept an Agreement on a two-year basis, as throughout the entire submissions, no suggestions were made on this line at all. The City Representative gave a very definite answer - " No. "

After giving all matters very careful consideration, and after being forward, within the Board, and in the interest of reaching a unanimous Award, a number of compromises on wages, which were not accepted, I find myself in the unfortunate position of having to submit a Minority Award, and therefore recommend the following:

" That a five cent (5¢) per hour increase be granted for the contract year of January 1st, 1961, to December 31st, 1961. "

All of which is respectfully submitted, this 19th day of May, 1961.

R. Scott - Board Member.

IN THE MATTER OF THE ALBERTA LABOUR ACT, Chapter 167, Revised Statutes of Alberta, 1955,

AND IN THE MATTER OF a dispute between the Alberta Teachers' Association and Taber School Division No. 6.

The Conciliation Board appointed by O.C. 589/61 to hear the above dispute met at 10 a.m., at the Provincial Administration Building, Lethbridge, Alberta, and were sworn. Present representing Taber School Division No. 6 were:-

Dr. J. R. Enman,
Mr. Ben Platt,
Mr. A. G. Wilks.

Present representing Alberta Teachers' Association were:-

Mr. J. D. McFetridge,
Mr. L. P. Cluff,
Mr. R. F. Galvin.

Representatives of both Taber School Division No. 6. and Alberta Teachers' Association consented to the time for the Board hearing the dispute being extended.

Briefs were presented by both Alberta Teachers' Association and Taber School Division No. 6 and oral representations amplifying these Briefs were heard from both parties to the dispute.

It was agreed that the matters in dispute were as follows:-

1. Salary grid.
2. Administrative allowance.
3. Sabbatical leave.
4. Secretarial help.
5. Leave of absence to attend summer sessions.
6. Miscellaneous clauses in the existing Agreement.

After hearing the Briefs and representations made both parties to the dispute advised the Board that each was willing to settle the undermentioned issues in dispute between them as follows:

1. Para. 2.0 of the existing Agreement to be amended to read as follows:-

2.0 This Agreement shall take effect on September 1st, 1960, and shall remain in full force and effect until August 31st, 1961, and thereafter until varied by collective bargaining.

2. That the salary schedule set out in the existing Agreement be varied to provide as follows:

	Years of Teacher education					
	1.	2.	3.	4.	5.	6.
Minimum	$2900.	$3400.	$3900.	$4600.	$4900.	$5200.
Maximum	$4500.	$5200.	$6000.	$7300.	$7600.	$7900.
Annual increases	8x$200	9x$200	1x$300. 9x$200	10x$270.	10x$270	10x$270

That the salary schedule as amended to be retroactive to 1st September 1960.

3. That item 4.12 of the existing Agreement to be re-worded as follows:-

4.12 Vice-Principals shall be paid in addition to basic salary:

$62.50 per teacher for the first five teachers over which such Vice-Principal has jurisdiction.

$50.00 per teacher for the next five teachers over which such Vice-Principal has jurisdiction.

$25.00 perteacherfor the next ten teachers over which such Vice-Principal has jurisdiction,

to a maximum addition of $812.50.

The Principal and the Vice-Principals shall count as Teachers within the meaning of this paragraph, provided they have charge of a classroom.

4. That para. 8.0 of the existing Agreement shall be amended to read as follows:-

8.0 After eleven years unbroken service with the Board, a teacher shall be entitled, subject to the conditions below, to one year's leave of absence for reasons of study or health or at the Board's sole discretion for other reasons. If such leave is granted for reasons of study the teacher may be required to agree to return

to the Board for a period of two years. If such leave is requested for reasons of health a Medical Certificate shall be presented to the Board with the application.

5. That para. 9.0 be eliminated and replaced with the grievance procedure clauses set out in paragraph 73 (6) of The Alberta Labour Act, Chapter 167, Revised Statutes of Alberta 1955.

As stated above, both parties to the dispute have agreed to settlement of the above items.

6. In addition, the Board was asked to make recommendations with respect to certain other minor items in the existing contract in dispute between the parties, and, accordingly, the Board recommends as follows:-

(a) That para.4.3 of the existing contract remain in its present form;

(b) That para. 4.4 of the existing contract be eliminated;

(c) That para. 6.2 of the existing contract be struck out and the following paragraph be substituted therefor:

6.2 Each teacher who completes additional University Courses leading to the next complete year of University shall receive a pro rata allowance in respect of the portion of the year's work which he/she has completed. This amount shall be calculated by multiplying the fraction of the year's work completed by the difference between the minimum salary for the last complete year of teacher education and the one next beyond.

(d) That a new paragraph to be numbered 6.5 be inserted immediately following para. 6.4

6.5 A Teacher granted leave of absence in the month of June in order to attend summer sessions at a recognized University shall have his/her pay deducted at the rate of a substitute teacher, whether such substitute is hired or not.

(e) That a new paragraph to be numbered 9.3 be inserted immediately following para. 9.2, reading as follows:-

9.3 If this agreement is continued by mutual consent in force after 1st September 1961 and either party thereafter seeks amendment or cancellation of any of its terms or additional terms therto, the party seeking such amendment, cancellation or addition shall, prior to the 15th day of January in any year, give written notice to the other party, giving full particulars of the amendment, cancellation or addition required.

DATED at the City of Lethbridge, in the Province of Alberta, this 25th day of May A.D. 1961.

(signed) W. E. Huckvale

(signed) J. J. O'Connor

(signed) D. J. Corse

The Honourable R. Reierson,
Minister of Labour,
Administration Building,
Edmonton, Alberta.

Dear Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Chemical Workers Union, Local No. 460, Calgary, and Canadian Industries Limited, Calgary, Alberta.

Pursuant to the provisions of The Alberta Labour Act, the Conciliation Board established to deal with the dispute between the above named parties, and appointed by Order-in-Council No. 564/61 convened to hear representations from the parties to the dispute.

The members of the Conciliation Board were:-

MR. IRWIN A. BLACKSTONE	Chairman
MR. H. WILTON-CLARK	Representing the Employer
MR. PAT LENIHAN	Representing the Union

Appearing before the Board were:-

For the Employer	For the Union
Mr. R. J. Nixon	Mr. Allan Winslow
Mr. J. Fitch	Mr. Stan Soltess
Mr. Gordon McIntyre	Mr. John Slobodian
Mr. D. A. Elliott	Mr. L. W. Whaley
	Mr. Jim Lemmon

After considering the evidence and the briefs submitted, a majority of the Conciliation Board makes the following recommendations:-

1. WAGES

A three per cent (3%) across the board wage increase to be given calculated to the nearest cent (e.g. $2.16 hourly wage would call for 6¢ increase but $2.17 hourly wage would call for 7¢ increase) from February 22nd, 1961 to February 21st, 1962. A further 5¢ across the board wage increase to be given from February 22nd, 1962 to May 31st, 1963, it being understood that such first mentioned increase of 3% is to be retroactive to the date of February 22nd, 1961.

2. VACATIONS

A new clause is to be added as follows:-

"The plan in full as stated in the Company's brochure 'Vacations for Payroll Employees' and in effect as of January 1st, 1961 shall be the vacation plan for the purposes of this agreement."

3. PREMIUM PAY

A premium of 14¢ per hour shall be paid for work required to be performed on regularly scheduled night shifts commencing between the hours of 11:00 p.m. and 4:59 a.m. rather than 13¢ per hour as presently provided.

4. WORKING FOREMEN

A new section is to be added as follows:

"The Company agrees that foremen and superintendents, being outside the bargaining unit will not be permitted to perform work normally done by a member of the bargaining unit except in cases of emergency or in training of employees."

5. DURATION

This Agreement is to run from February 22nd, 1961 to May 31st, 1963.

All of which is respectfully submitted,

DATED at Calgary, Alberta, this 30th day of May, A.D. 1961.

(SIGNED) Irwin A. Blackstone
Chairman

Member

(SIGNED) Pat Lenihan
Member

TO:

The Honourable R. Reierson,
Minister of Labour,
Administration Building,
Edmonton, Alberta.

Dear Sir:

MINORITY AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Chemical Workers Union Local No. 460, Calgary, and Canadian Industries Limited, Calgary, Alberta.

Pursuant to the provisions of The Alberta Labour Act, the Conciliation Board established to deal with the dispute between the above named parties, and appointed by Order-in-Council No. 564/61 convened to hear representations from the parties to the dispute.

The members of the Conciliation Board were:

MR. IRWIN A. BLACKSTONE	Chairman
MR. H. WILTON-CLARK	Representing the Employer
MR. PAT LENIHAN	Representing the Union

After considering the evidence in the briefs submitted, a majority of the Conciliation Board has made certain recommendations. The undersigned member of the Board herewith presents a Minority Award keeping the same order of recommendations as presented in the Majority Award. These are as follows:-

1. WAGES

Wage increases recommended by Conciliation Commissioner E. F. Rodwell on February 23, 1961, seem fair and reasonable when related to other wage rates in this district. The recommended increases were five (5) cents, six (6) cents, and seven (7) cents for various classifications for the first year of the agreement, and five (5) cents for all classifications for the second year. I recommend that this scale be adopted.

Any question of retroactive increases should be a matter of negotiation between the two parties concerned, as fully retroactive payments leave no incentive to reach agreement during normal Company-Union negotiations.

2. VACATIONS

No benefit can be derived by inserting any new clause in the contract inasmuch as Article 11 (a) of the expired contract already covers this situation and provides for the continuance of the vacation plan and other industrial relations plans in conformity with their general application throughout the Company.

3. PREMIUM PAY

I concur with the Majority Award in this regard.

4. WORKING FOREMEN

No clause should enter the agreement. The present practice of utilizing certain personnel not in the bargaining unit to perform work on a part-time basis - which the Union claims should be performed by members of the bargaining unit - is not out of line with practice in other industries. It permits more efficient use of the total work force which is desirable from any point of view.

5. DURATION

Since no provisions of the agreement other than wages and shift premiums have any retroactive effect, no purpose is served by back-dating the Agreement. I recommend that a two-year agreement be made commencing on the date on which agreement is reached between the Union and the Company.

All of which is respectfully submitted,

DATED at Calgary, Alberta, this 30th day of May, A.D. 1961.

(SIGNED) H. Wilton-Clark, Member.

TO:

The Honourable the Minister of Labour,
Edmonton, Alberta.

AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between the Alberta Teachers' Association and Lethbridge School Division No. 7, Lethbridge.

The Conciliation Board appointed pursuant to Order-in-Council No. 659/61 as varied by Order-in-Council 659/61 respectfully reports as follows:

The Conciliation Board met at the Court House, Lethbridge, Alberta, on May 10th, and 11th, 1961, in the presence of Messrs. R. M. Glover, L. K. Haney and A. Koole, representing the Board of the Lethbridge School Division No. 7, and of Messrs. F. J. C. Seymour, Eugene Gregorash and Glen Sillito representing the Alberta Teachers' Association.

The several points in dispute involved amendments to the salary schedule and other matters contained in a collective agreement between the Board of the Lethbridge School Division No. 7 and the teachers employed by it.

As a result of the Conciliation Board hearing, agreement was reached between the parties on all issues in dispute and a summary of the settlement agreed upon is contained below.

The existing agreement (1959-60) between the parties shall be amended with effect from September 1st, 1960 as follows:

1. Salary Schedule:

Section 2 of the said agreement shall be amended by striking out the figure $2,850.00 and substituting the figure $2,900.00

Section 3 of the said agreement shall be struck out and the following substituted:

Schedule for Experience and Training

Years of Experience	Years of Training					
0	2900	3400	3900	4600	4900	5200
1	3100	3600	4200	4870	5170	5470
2	3300	3800	4400	5140	5440	5740
3	3500	4000	4600	5410	5710	6010
4	3700	4200	4800	5680	5980	6280
5	3900	4400	5000	5950	6250	6550
6	4100	4600	5200	6220	6520	6820
7	4300	4800	5400	6490	6790	7090
8	4500	5000	5600	6760	7060	7360
9		5200	5800	7030	7330	7630
10			6000	7300	7600	7900

2. Administration Allowances:

Section 6 (a) of the said agreement shall be struck out and the following substituted:

$125.00 per room for the first six rooms;

$100.00 per room for the next two rooms; and

$ 50.00 per room thereafter.

In each case these rates shall include the principal's own room.

3. Travel Allowances:

Section 10 (a) of the said agreement shall remain unchanged.

4. Cumulative Sick Leave:

The provisions as to cumulative sick leave contained in the addenda to the said agreement shall be amended to provide that 50% of the unused portion of the statutory allowance for sick leave may be accumulated to a maximum of 100 days, including days accumulated prior to September 1st, 1960.

5. Sabbatical Leave:

The provisions as to sabbatical leave contained in the addenda to the said agreement shall remain unchanged.

DATED this 3rd day of June, 1961.

(signed)

Crawford Ferguson, Chairman

(signed)

Harry G. Turner, Member

(signed)

Lawrence A. Sagert, Member

TO:

THE HONOURABLE R. REIERSON,
MINISTER OF LABOUR,
EDMONTON, ALBERTA.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local Division 583, Calgary, and the City of Calgary, Calgary, Alberta.

The Conciliation Board appointed by Order-in-Council No. 726/61, dated May 10th, 1961, met with representatives of the parties to the dispute in the Board Room, second floor, Provincial Building, Calgary, on May 23rd and 24th, and again on June 5th, 1961, and considered the representations made by the said parties.

The members of the Conciliation Board were:-

MR. LUCIEN MAYNARD, Q.C.	- Chairman
MR. FRED E. MAXIE	- Member representing the City
MR. CARL REIMER	- Member representing the Union

Appearing before the Board were:-

For the City	For the Union
His Worship, Mayor H. Hays	Mr. G. M. Morrison
Commissioner D. Batchelor	Mr. Leo Newman
Commissioner J. Steele	Mr. Raymond Ferguson
Commissioner I. Forbes	Mr. Howard Parsons
Mr. P.M. Thompson	Mr. S. Poffenroth
Mr. M. Jacobson	Mr. Hugh Woods
Mr. G. Filian	Mr. Vic Brown

The following clauses of the proposed agreement between the parties were referred to the Board and considered by the Board.

1. Wages

2. Classifications

3. Service Pay

4. Accumulative Sick Leave Plan

5. Tool Allowance

6. Safety Shoes

7. Statutory Holiday Pay (Spare Men).

8. Clothing (Maintenance).

Both parties agreed to withdraw the following matters, namely:-

No. 4 Accumulative Sick Leave Plan
No. 6. Safety Shoes
No. 8 Clothing (Maintenance).

On the remaining issues the Board submits the following recommendations:-

1. WAGES

The Board recommends that an increase of five (5) cents be granted from the 1st day of July, A.D. 1961 until December 3 st, 1962.

2. CLASSIFICATIONS

The City requested certain minor changes in classifications with upward revision in some cases, and a downward revision in other cases, with an undertaking that there would be no reduction in the level of pay of present incumbents.

On this matter the Board recommends that the City and Union undertake serious discussions to review the present classifications.

3. SERVICE PAY

The Board recommends no change.

5. TOOL ALLOWANCE

The Board recommends that shop employees be granted two (2) cents per hour tool allowance for journeymen auto mechanics.

7. STATUTORY HOLIDAYS

The Board recommends that the three (3) month clause be applicable for holiday pay for all transit employees and be added to Sub-section 2, Transit Agreement, as requested by the Union.

Mr. Reimer disagrees with the Recommendation made on WAGES and SERVICE PAY and Proposes to submit a Minority Report.

The Board wishes to express its appreciation to the officials of both the City and the Union for the thoroughness with which both parties have prepared their Briefs and presented their arguments. This has greatly assisted the Board in giving proper consideration to the representations submitted by both parties.

DATED at the City of Calgary, Alberta, this 6th day of June, A.D. 1961.

(SIGNED)
LUCIEN MAYNARD, Q.C., CHAIRMAN

(SIGNED)
FRED E. MAXIE, MEMBER

(SIGNED)
CARL REIMER, MEMBER

The Honourable R. Reierson,
Minister of Labour,
EDMONTON, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute between the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local Division 583, Calgary, and the City of Calgary, Calgary, Alberta.

RECOMMENDATIONS

Wages for 1961 was without a doubt the major item at issue placed before the Conciliation Board.

The majority award on wages does not indicate how a 5¢ increase from July 1st, 1961, to December 31st, 1962, is arrived at. This of course is plainly understandable because no evidence was submitted for 1962, and consequently the award cannot be based on any submissions made by either party. It defies logic; it defies reason, and ignores established collective bargaining practices between the City and the Union.

Bringing 1962 into an already difficult dispute, introduces a new dimension not sought by either party, and makes an already difficult dispute more complicated.

In the presentation of evidence, the Union and the City reviewed the relationship of transit workers and the increases that they have received, as compared with other Civic workers, during a ten-year period. It is clear and uncontestable that during the last ten years, the transit worker has received an increase in take-home pay of 66.7% while the average Calgary Civic worker has received wage increases of 82%.

It was also most certainly borne out that the transit worker is in no way a large drain on the Calgary taxpayer, as are some of the other Calgary Civic services. Just making the above adjustment would be in excess of the Union's demands. There is no evidence that any substantial number of transit workers in the area, or across the country, are accepting a "hold the line" policy on wages. There was ample evidence that many Alberta Industries have given wage increases.

The Union submitted evidence that the net revenue per Operator, was $6,600.18 for the year, where the average for a long period of time, was $6,116.98.

There is no question that the purchasing power of the dollar has gone down during the period in question. Therefore, this "hold the line" is a backward step for working people, and in effect, is tantamount to a wage cut. The policy of holding the line reflects a lack of confidence in our Canadian economy, usually advocated by the purveyors of gloom and doom.

There is no question but that the inventory in Canada is high. Unemployment is caused by people not being in a position to purchase the products and decrease the inventory.
By decreasing purchasing power, as the hold the line policy would indicate, we would also be giving the stamp of approval to a stagnant economy.

In my view, the role of a Municipality in collective bargaining has drastically changed in Calgary. While wages were easy to get and there was a spiral upwards, Municipalities generally took the position, "let's wait and see what someone else does and we will follow suit".
Now they have become champions and leaders of the "hold the line" policy. Their policy is affecting many Calgarians whose companies are reluctant to give increases because of the unfortunate position taken by the Mayor of Calgary.

Having Calgarians share in the increased productivity and wealth of the nation would bring very much greater rewards than could result from an increase of taxation on houses that under present policies no-one would be able to afford.

The City states that they MUST continue to give service through the transit system and I beleive they are correct when they say that less and less people will use the system.

However, if in the opinionsof Calgarians the transit system should be discontinued, then they should change the complexion of the City Council or make representations to it accordingly, but seemingly it is by far the majority view that the transit system is a desirable service.

> Under these circumstances, having a small amount of the transit system reflected in taxes is not a serious matter, not even for the Board to consider.

Taking the above factors into account with specific figures and details provided in the volumes of evidence before us, I recommend that the wages of all transit system workers be increased, by

<u>11.5¢ per hour, from January 1st, 1961 to December 31st, 1961.</u>

There has never been any serious problem between the City and the Union on the retrocactivity factor in collective bargaining, and indeed, the dispute referred to is for the total year of 1961, and not just for the remaining period.

<u>SERVICE PAY</u>

Most of the employees in the transit system already receive service pay. The principle of service pay is already established, and is not an argument before this Board.

I do not consider it fair to give service pay to one employee in a department and not to another.

I am therefore recommending that the service pay requested by the Union shall be incorporated into the agreement.

In conclusion, I want to thank and commend the parties to the dispute for their courtesy and work put into the presentation of their cases. I also want to stress that no remarks contained in the communication are meant to be personal in nature.

(SIGNED)

C. REIMER, Member.

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Brotherhood of Bookbinders, Local 211, Calgary, and certain members of the Graphic Arts Association, Calgary, Alberta.

The Conciliation Board, appointed under Order-in-Council No. 743/61, dated May 16, 1961, met with the parties to the dispute and considered the representations made by the parties.

The members of the Conciliation Board were:-

MR. D. G. L. CUNNINGTON -- Chairman,

MR. E. D. WAINES -- Member representing the Employers.

MR. FRANK C. BODIE -- Member representing the Union.

Appearing before the Board were:-

For the Employers	For the Union
Mr. G. Miller	Mr. W. J. Lower
Mr. F. McCool	Mrs. Della Pearn
Mr. F. Kyle	Miss Elsie Smith
Mr. F. Maxie	

The Conciliation Board dealt with the following matters in dispute, as outlined in your letter of instructions of May 19th, 1961:-

1. Wages
2. Work Week
3. Vacations
4. Civic Holiday
5. Retroactivity
6. Sick Leave
7. Duration of New Contract

The delay in publishing this Award is due, firstly to setting out the Award for the Typographical Union, The Employers are the same. Secondly to the efforts made to obtain a Unanimous Award. It was felt by the Board that a unanimous Award would have a better chance of acceptance by both parties.

The two Board Members were agreed on all except two (2) clauses and even with these the one Member would concede the years necessary for three (3) weeks vacation if the other Member would meet him in wages. Both Members of the Board, and both the parties in our discussions, were agreed that the differential between the men's and women's wages was entirely out of line. This apparently had grown to its present situation due to "percentage" increases having been made to both.

The Board felt that it was time to commence to rectify this: but the Members differed in the method to be employed.

The Majority Award is as follows:-

1. DURATION OF CONTRACT

The agreement to be for one year, and to date from the expiry of the former contract, that is from the 15th of February, 1961 to the 14th of February, 1962.

2. WORK WEEK

The same as in old contract - Five (5) days of eight (8) hours each; Monday, Tuesday, Wednesday, Thursday and Friday, making a forty (40) hour week.

3. WAGES

Basic wages to be increased as follows:-

Five (5) cents per hour for men

Ten (10) cents per hour for women.

3. VACATIONS

Two weeks holiday with pay after one year (as per Government Regulations), and three (3) weeks vacation with pay after fifteen (15) years.

4. STATUTORY HOLIDAYS

The same as in the old agreement with this proviso; that when the Holiday falls on a Saturday the employee shall be given an additional day off within a period of three (3) months from the date of such holiday by arrangement with the management.

5. CIVIC HOLIDAY

This is a new request, and it is felt that in view of the foregoing paragraph that this be left to the individual employers as they may see fit.

6. SICK LEAVE

In accordance with the previous finding with the Typographical Union, and according to the opinions expressed by both Employers and Employees, it is recommended that a joint committee should be formed to go into the whole question of sick leave, sick pay, pensions and such benefits. The Employers' representatives suggested that the Union, having all the facts and particulars such as numbers, ages and so on, should be able to produce the data w ich could be presented to Insurance Companies who might wish to formulate plans and costs and benefits. The joint committee could then decide on a plan to be presented to both employees and employers for consideration.

7. OTHER CLAUSES

Foremen and Forewomen

Foremen and Forewomen shall receive a minimum of five dollars

($5.00) per week over the minimum scale.

Night Rate

The same as old contract. It is recommended that both parties get together and agree on a cent per hour basis rather than a percentage.

Saturday Work and Overtime

Work done on Saturday and on overtime - rates shall be the same as in old contract.

Work Performed on Statutory Holidays

When work is performed on a Statutory Holiday double time will be paid and will include the regular days pay - (as old contract).

All of which is respectfully submitted, this 9th day of June, A. D. 1961.

(Signed) - D. G. L. CUNNINGTON,
Chairman.

(Signed) - E. D. WAINES, Member.

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:-

MINORITY AWARD

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Brotherhood of Bookbinders, Local 211, Calgary, and certain members of the Graphic Arts Association, Calgary.

The writer of this Minority Award is in agreement with the Majority Award except as the Majority Award applies to Wages and Vacations.

In regard to wages, it is apparent that the differential between the rates of pay for men and women has become far too wide. This has been brought about as a result of percentage increases in wages being granted over a period of serveral years, and consequently has resulted in women being paid a basic rate of $1.34 per hour and men receiving $2.25 per hour, under the terms of the old agreement.

I feel this differential should be narrowed considerably, but not at the expense of the rate of pay for men as suggested in the Majority Award, where men are awarded a five (5) cents per hour increase and women ten (10) cents per hour.

It seems to me it would be much more equitable for all concerned if men were granted a ten (10) cent per hour increase to keep them in line with other journeymen in the printing industry, and which has been granted the Typographical Union, and the women granted fifteen (15) cents per hour to narrow the differential and at the same time to compensate them over a period of time on the same basis at the wide differential was brought about in the first place, namely that of percentage increases and because of the lower wage rate paid to women resulted in a smaller increase for women as wages were adjusted over the years.

In regard to Vacations, it is evident that the Printing Industry is not keeping up with Vacations with Pay as they apply to industry generally. A considerable number of Union agreements contain clauses granting two (2) weeks vacation after one (1) year; three (3) weeks vacation after five (5) years, and up to ten (10) years; and four (4) weeks vacation after fifteen (15) years or twenty (20) years or twenty-five (25) years. Up to the present this Union has enjoyed only one week's vacation after one (1) year, and two (2) weeks vacation after two (2) years. The turn-over of employees in the Printing Industry is relatively low. As a general rule employees in the Printing Industry remain with the trade during their working life and therefore long time service should be recognized by longer vacations for long term employees.

The Minority Award recommends:-

1. WAGES

Basic Wages to be increased as follows:-

Ten (10) cents per hour for men.

Fifteen (15) cents per hour for women.

2. VACATIONS

Two (2) weeks vacation with pay after one (1) year of service.

Three (3) weeks vacation with pay after ten (10) years of service.

DATED at the City of Calgary, Alberta, this 13th day of June, 1961.

(SIGNED)
FRANK C. BODIE, MEMBER

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the Calgary Printing Pressmen and Assistants' Union, Local No. 201, Calgary, and certain members of the Calgary Graphic Arts Association, Calgary, Alberta.

The Conciliation Board, appointed under Order-in-Council No. 742/61, dated May 16th, 1961, met with the parties to the dispute and considered the representations made by the parties.

The members of the Coniliation Board were:-

MR. D. G. L. CUNNINGTON -- Chairman,

MR. E. D. WAINES -- Member representing the Employers.

MR. FRANK C. BODIE -- Member representing the Union.

Appearing before the Board were:-

For Management	For the Union
G. S. Miller	H. Greenfield
Fred Kyle	W. Larsen
F. E. Maxie	A. E. Carter
F. McCool	H. Luft
	G. M. Jorginson

The Conciliation Board dealt with the following matters in dispute, as requested in the Brief present by the Union:-

1. Basic Hourly Rate.
2. Shorter Work Week.
3. Annual Vacations.
4. Paid Civic Holiday.
5. Retroactive Clause - new contract.
6. Sick Pay Clause.

It is regretted that it was not possible to return a Unanimous Finding. The two Board Members agreed in all matters except the amount of wage increase. In fact, there was only one and one-half ($1\frac{1}{2}$) cents difference between them. The Chairman agreed with the Union appointee on a ten (10) cent hourly increase in view of the long apprentice term. That is four (4) years as assistant, then three (3) years apprentice, making seven (7) years in all.

THE AWARD is as follows:-

1. BASIC HOURLY RATE

To be increased ten (10) cents per hour across the board.

2. WORK WEEK

To be forty (40) hours, as in the old contract.

3. VACATIONS

Two (2) weeks vacation with pay after one (1) year, as per Provincial Government regulations.

Three weeks vacation with pay after fifteen (15) years.

4. CIVIC HOLIDAY

In view of the foregoing, this is left to the individual employer.

5. RETROACTIVE

The contract to be for one (1) year and to be from the 15th of February, 1961 to the 14th of February, 1962.

6. SICK PAY

The same award as in the Typographical and Bookbinders Finding. It is recommended that a joint committee of Employees and Employers be set up to go into this whole question of sick leave, sick pay, pensions and such benefits, etc.

7. STATUTORY HOLIDAYS

This was not asked for by the Union but to be consistent the Board recommends that Paragraph 7 of the old agreement shall apply, but with this proviso that when such holidays falls on a Saturday that the employee shall be given an additional day off, with pay, within a period of three (3) months from the date of such holiday, by arrangement with the Management.

All of which is respectfully submitted this 12th day of June, A. D. 1961.

(Signed) - D. G. L. CUNNINGTON,
Chairman.

(Signed) - F. C. BODIE,
Member.

TO:

The Honourable R. Reierson,
Minister, Department of Labour,
Administration Building,
EDMONTON, Alberta.

Sir:-

MINORITY AWARD - E. D. WAINES

IN THE MATTER OF The Alberta Labour Act and a dispute between the Calgary Printing Pressmen and Assistants' Union, Local No. 201, Calgary, and certain members of the Calgary Graphic Arts Association, Calgary, Alberta.

The Minority Report from the Board member representing the employers is in dissent over the matter of basic hourly rate recommended by the Majority Report, by the other two Board members. The majority ten (10) cent suggested increase, when combined with a third week of vacations for employees with over fifteen (15) years' service, plus two extra days where holidays will be given in 1961 that were not previously given - - - - amount to an increase in cost to the employer for hours of work actually worked considerable higher than average increases most employers have been faced with this year. The printing houses are competing with non-union and private plants that are not included in this contract agreement, and would be placed at a considerable disadvantage if costs have to be passed along to the customers.

For the sake of a Unanimous Award this Board member would have agreed to a figure in the vicinity of five(5) to seven (7) cents, but no higher with other cost items also included in the Award.

On the matters of the work week, and other provisions, this report agrees with the decisions of the Majority Award.

All of which is respectfully submitted, this 13th day of June, A. D. 1961, at the City of Calgary, Alberta.

(Signed) - E. D. WAINES,
Member.

THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF A

BARGAINING AGENT

APRIL 1st, 1961 to JUNE 30th, 1961.

"L"

V O T E S

ON SELECTION OF

BARGAINING AGENT

APRIL 1st, 1961 to JUNE 30th, 1961

	UNION	COMPANY	RESULT
1.	R. Angus Employees Association, Edmonton, Alberta.	R. Angus (Alberta) Ltd., Jasper Place, Alberta.	Voted For
2.	Amalgamated Meat Cutters & Butcher Workmen of North America, Local No. 373, Calgary, Alberta.	Calgary Co-operative Association Limited, Calgary, Alberta.	Voted Against
3.	International Union of Operating Engineers, Local No. 955, Calgary, Alberta.	Trale Construction Limited, Fort Macleod, Alberta.	Voted Against
4.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton, Alberta.	Black, Sivalls & Bryson Limited, Edmonton, Alberta.	Voted Against

THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARD

APRIL 1st, 1961 to JUNE 30th, 1961.

"M"

THE ALBERTA LABOUR ACT

VOTES

ON

CONCILIATION BOARD AWARDS

APRIL 1st, 1961 to JUNE 30th, 1961

UNION	COMPANY	RESULT
International Chemical Workers Local 465, Calgary, Alberta.	Consolidated Mining & Smelting Company of Canada Limited, Calgary, Alberta.	Employees Accepted Employer Rejected
International Typographical Union Local 449, Calgary, Alberta.	Certain members of the Calgary Graphic Arts Association, Calgary, Alberta.	Employees Rejected Employer Rejected

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

AWARD ACCEPTED

(NO VOTE)

APRIL 1st, 1961 to JUNE 30th, 1961.

"N"

THE ALBERTA LABOUR ACT

CONCILIATION BOARD AWARDS

APRIL 1st, 1961 to JUNE 30th, 1961

AWARD ACCEPTED (NO VOTE)

	UNION	COMPANY
1.	Bakery and Confectionery Workers International Union of America, Local 252, Calgary, Alberta.	National System of Baking Ltd., Calgary, Alberta.
2.	International Chemical Workers Union, Local 460, Calgary, Alberta.	Canadian Industries Limited, Calgary, Alberta.
3.	Alberta Teachers Association, Edmonton, Alberta.	Lethbridge School Division No. 7, Lethbridge, Alberta.
4.	Alberta Teachers Association, Edmonton, Alberta.	Taber School Division No. 6, Taber, Alberta.

THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

APRIL 1st, 1961 to JUNE 30th, 1961.

"0"

V O T E S

STRIKE ACTION

APRIL 1st, 1961 to JUNE 30th, 1961

UNION	COMPANY	RESULTS
International Typographical Union, Local 449, Calgary, Alberta.	Certain members of the Calgary Graphic Arts Association, Calgary, Alberta.	Employees voted for

THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

APRIL 1st, 1961 to JUNE 30th, 1961.

"P"

V O T E S

REVOCATION OF CERTIFICATION

APRIL 1st, 1961 to JUNE 30th, 1961

UNION	COMPANY	RESULT
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alberta.	Sherwin-Williams Company of Canada Limited, Calgary, Alberta.	Employees voted for
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 907, Calgary, Alberta.	Atlas Lumber Company Limited (Transit Mix Division), Lethbridge, Alberta.	Employees voted for
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alberta.	Revelstoke Sawmill Co. Ltd. Transit-Mix Division), Medicine Hat, Alberta.	Employees voted for

THE ALBERTA LABOUR ACT

TRANSFERS OF JURISDICTION

APRIL 1st, 1961 to JUNE 30th, 1961.

I S S U E D

"Q"

THE ALBERTA LABOUR ACT

CERTIFICATES AMENDED UNDER REGULATION NO. 1

APRIL 1st, 1961 to JUNE 30th, 1961

I S S U E D

1. Town of Bowness, Bowness, Alberta.

   FROM: National Union of Public Employees, Local 37, Calgary, Alberta.

   TO: National Union of Public Employees, Local No. 817, Bowness, Alberta.

   UNIT: "All employees of the Town of Bowness, excluding Policemen, Firemen, Inspectors, Secretary-Treasurer and those with the authority to hire and fire."

2. Bowness School District No. 4590, Bowness, Alberta.

   FROM: National Union of Public Employees, Local 37, Calgary, Alberta.

   TO: National Union of Public Employees, Local 817, Bowness, Alberta.

   UNIT: "All Caretakers."

3. Canada Packers Limited, Lethbridge, Alberta.

   FROM: United Packinghouse, Food and Allied Workers, Local 661, Calgary, Alberta.

   TO: United Packinghouse, Food and Allied Workers, Local 740, Lethbridge, Alberta.

   UNIT: "All employees excluding foremen, those above the rank of foremen, office employees and sales personnel."

ERRATA

MINORITY REPORT

JANUARY 1st, 1961 to JUNE 30th, 1961.

"R"

ERRATA
January 1st/61 to June 30th/61.

PART III

(Omitted in Error)

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Woodworkers of America, Local 1-207, and North Western Pulp and Power Ltd., Hinton, Alberta.

It was a pleasure to act on this Conciliation Board along with Mr. A. Dubensky, B.A., L.L.B. as Chairman and Mr. F. S. Dunphy acting as I.W.A. Representative.

I was pleased to be able to concur with all the decisions of these Gentlemen with the one exception of any general wage increases. In order to simplify and perhaps clarify the wage adjustments that I have concurred with for the camp staff, I will enumerate the positions below:-

Blacksmith.....	$315.00 per month less board to $327.50 per month less board.
Night Watchman.....	$210.00 per month less board to $222.50 per month less board.
Barn Boss.....	$8,56 per day less board to $7.40 per day plus board.
Bull Cook.....	$8.35 per day less board to $7.20 per day plus board.
Cookie.....	$6.56 per day plus board to $7.04 per day plus board.
2nd Cook.....	$9.10 per day plus board to $9.58 per day plus board.
Cook.....	$10.50 per day plus board to $10.98 per day plus board.
Labour.....	$9.68 per 8 hour day to $10.16 per 8 hour day less board

I am unable to recommend a general increase for the simple reason that I cannot find any supportable reasons for one. When the wage rate scale was struck at the commencement of operations the day workers' rate agreed upon was considerably in advance of the existing bush rates in Alberta, so much so that although the Hinton bush workers have not received an increase for the past two years, the still receive more than the average for the other bush workers in the Province. Stepping farther afield we find that the Hinton day workers' earnings are in advance of the average pulp mill bush worker for all of Canada east of the Rockies. Average daily earnings at Hinton for 1959 were in the neighborhood of $12.03 per day while the average for all of Canada in Pulp mill woods operations for day workers east of the Rockies was only $11.52 per day. Figures quoted for Canada east of the Rockies in paper wood operations were obtained from the Canadian Pulp & Paper Association.

..... 2

With reference to piece work cutters' rates, I believe that the same argument applies in that when the rates were first agreed upon there had been no actual cutting experience to any extent and after two years operation it proved out that the rates used at Hinton were more than ample as shown by the following figures; the average daily earnings for pulp wood cutters for 1959 east of the Rockies is approximately $15.00 per day while the average as experienced at Hinton for the pulp wood cutters is some $2.00 in advance of this figure, while some of the more experienced pulp wood cutters at Hinton can average more than $30.00 a day on the piece work of cutting pulp wood.

There has been no increase in the $2.10 per day charge for room and board so that the small increase in the cost of living that has taken place during the last two years should not be applicable to the woods operations.

The concessions granted by the Company to the Union during the present negotiations consisting among other fringe benefits of an additional paid holiday and the above wage adjustments, will total in the neighborhood of $10,000.00 per year, and I felt convinced that the Company, under the present circumstances, had done all they could to meet the demands of the Union.

The Union did not refute the Company's claim that the rates existing in their present agreement at Hinton were the highest rates they had in any agreement existing in their Local.

Considering that this is a new industry in our Province of a type that we hope will expand and knowing that the Hinton plant has not been able to show a profit since it commenced business, and cognizant of the heavy responsibility of its management to meet its obligations to its bond holders, shareholders, creditors and municipal tax structure, I feel that they have been more than fair to their woods workers.

With all the above in mind I, therefore, felt that the best suggestions I could make was that the Union hold the line for the remainder of this year and hoping for a change for the better in Company operations in the following year, I suggested a compulsory wage re-opener. Because the majority of the pulp wood cutting for the present year has already been completed, the recommendation of the majority of this Board that a six cents increase be granted for the remainder of this year plus a nine cent increase for the following year, would appear to me to mean in effect, that the majority were recommending a fifteen cents per hour increase for the following year. This appeared to me to be an unreasonable suggestion to make so far in advance and I, therefore, was unable to concur with the majority board.

All of which is respectfully submitted,

(Signed) -- K. M. MILLAR,
Member.

DATED at Edmonton, Alberta,
this 24th day of February, 1960.